Point of View By Charles R. Larson

HAVE ACCEPTED THE REALITY that a new novel costs around \$20 and a scholarly tome probably \$35 or more. I grumble at the prices and some times try to buy books at one of the discount bookstores, although they rarely have the works I want. There's no true escape from the prices, since books are an occupational necessity, as well as the only means for sating my addiction to reading. At least I know they won't kill me.

Increasingly, however, I do not see my university students sharing the same dependency. At the beginning of each semester, they grumble over the prices of the books that I assign for my literature courses. If I assign a dozen or more titles in paperback for just one course, students often have to pay as much as \$120 for

Multiply that by five or six courses and the figure is overwhelming. Not all courses in all disciplines require that many books, of course, but I'm told that mathematics and science textbooks typically cost \$50 or \$60 each. Students tell me that it's quite easy to spend \$500 on books for a semester. When the term is over, students can hardly wait to get to the bookstore to learn what they'll be paid for their used texts.

The high cost of books used in the classroom is discouraging students from building personal libraries and ultimately may discourage them from reading altogether. Students now regard books as luxury items or mere commodities instead of seeing them as precious artifacts to be saved as reminders of what they learned in an interesting course. Even English majors tell me that they don't save their books but try to sell them back to the bookstore. I can't imagine a humanities major graduating without having acquired a library of great works to reread later in life.

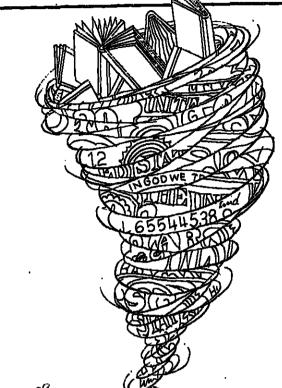
I realize that publishers need to make a decent profit just like everyone else. But do they have to charge outrageously high prices for literary works that are steady sellers, thanks to the education market? For example, the price of Alain Robbe-Grillet's The Erasers, which I've been assigning for a course on the modern novel, jumped from \$4.95 several years ago to \$12.95 after the last reprinting.

Students respond to high prices mostly by trying to avoid buying assigned books. They share books when they can, so they often haven't read a work by the day it is to be discussed. They search through used-book stores or go to local libraries to borrow copies. Books that I put on reserve in the university library are read to shreds. Many students simply photocopy entire books: they wind up paying only about half of what they'd have to pay for a short novel such as The Erasers.

It is unlikely that publishers want to sabotage their profits by encouraging students to photocopy books or want to promote, albeit inadvertently, infringement of copyrights. Yet I find it hard to blame students. And I cannot justify the \$12.95 price for Robbe-Grillet's novel: I'll never assign the book as required reading again.

What particularly bothers me is the fact that many nublishers raise a book's price every time they reprint it, even if that happens every year. In another course that I teach on the development of the novel-for which I assign 14 books--the price of a volume of essays called The Theory of the Novel rose from \$3.50 in the mid-70's to \$14.50 a couple of years ago. The price goes up with each reprinting, and yet not one word has been changed. It's not a revised edition with fresh material, but the same old book first published in 1967. Time to find a replacement.

Publishers often raise book prices even when the only changes have been cosmetic, such as a new cover. For years in my course on the novel I was able to use the edition of Virginia Woolf's Mrs. Dalloway that 1 had read as an undergraduate. I bought my hardback edition—its binding sewn, not glued—for \$1.40 in 1959. I've even kept the sales receipt to use as a bookmark and also to show students what books cost in the Dark Ages. Their mouths drop open. Unfortunately, the novel now has been reissued in a new format and repaged. The current hardback edition costs \$17.75; the



Book Buying: a Luxury for the Rich?

paperback sells for \$7.95. Virginia Woolf's heirs must be delighted with the royalties flowing into her

My guess is that the estates of other 20th-century writers, such as Hemingway, Fitzgerald, Faulkner, Camus, and Flannery O'Connor are flush with annual income far exceeding what these writers typically earned while they were alive. Twenty-two years ago when I edited an anthology of short stories, I was outraged to learn that the permission fee for one of Flannery O'Connor's stories would be \$500. I doubt that O'Connor was ever paid that much for a story during her entire life. I only regret that she can't benefit from the money now pouring into her estate.

Reprinting literature has become increasingly expensive because of the enormous reprint fees demanded by publishers and authors' agents. That \$500 fee for reprinting Flannery O'Connor's story was at the high end of the range in 1969, when other stories could be acquired for \$25 or \$50. Today, however, \$500 is the going rate for reprinting most short stories, including those by completely unknown writers. For a volume of 125 short stories that I currently am co-editing with my wife, we're paying \$5,100 for a Hemingway story and \$2,700 for one by Fitzgerald. It looks as if the \$50,000 permissions budget will not be adequate. No wonder the anthology probably will cost at least \$20 (although compared to the price of a paperback novel, that still looks like a bargain).

The publisher of our anthology already has informed us that two years after the book is published a new edition will be needed. When we questioned the necessity for this, we learned an interesting fact. Anthologies are not reissued because they become outdated. They are reissued to keep publishers' sales up; otherwise, after only one academic year, the number of used copies available in campus bookstores reduces the sales of new copies by 50 per cent.

What an awful muddle this has become. Students won't keep their books but sell them back to campus bookstores, often for a fraction of what they paid originally. Bookstores resell the used copies, dramatically reducing the sales of new copies. The permissions for the next edition need to be renegotiated at higher fee, (since authors and their agents consider each subsequent edition a new book), and book prices continue to rise with each new edition to cover the costs of higher permission fees.

Although publishers and authors win temporarily in this upward spiral, they lose in the long run, because the message reaching students—who are, after all, potential lifetime buyers of books-is that books are not worth acquiring and saving because they cost too much. If books are not worth acquiring, it won't be long before students conclude that books are not worth reading.

I confess that I do not know exactly what can be done about the cost of books for the education marker. I do know, however, that there is little justification for the endless string of new editions of textbooks that go up and up in price. What would happen if some publisher kept a decent anthology in print, at a reasonable price, year after year? Would students keep the book instead of trying to dispose of it immediately? I'dliketo think so. Could living authors break the escalation of reprint fees for their works by agreeing on some reasonable amount that their heirs could charge? Shouldn't the literary organization PEN or some other writers' group debate the matter?

Some years ago, the National Endowment for the Humanities began financing the editing and reprinting of works of major American writers for a uniform sens of editions that became known as the Library of Amerca. The volumes, which now include nearly 100 tides are issued in handsome cloth editions and printed at acid-free paper. The garbled texts of many of our early i writers (Faulkner, Wright, Twain) have been corrected and standardized. These books are increasingly as signed in many graduate courses.

But since these volumes cost \$35 each and typically run more than 1,000 pages, they are hardly enticing@ the general reader. One of the original goals of the undertaking was to make classic works easily available in affordable editions. This objective has not been restized, except with a few selected titles that have been reprinted in inexpensive editions. One reason for the high price of the series is that many of the works at by 20th-century writers and therefore are still controlled by copyright. One hopes, however, that some day these editions will be issued at lower prices for all

■ HE PUBLISHER who could undertake such a verture may already exist. In 1990 Dover Publications began issuing a series of "thrift editions" at the incredible price of \$1 each. Heart of Darkness, White Fang, The Turn of the Screw, Ethan Frome, Shakespeare's Sonnets, and 50 other titles have already appeared, with others scheduled for the future. It is too soon to know whether Dover can make the series cost-effective, but given proper distribution (and if bookstores will stock these books at such bargain-basement prices). I do not see how the series can fail. Production costs restrict these \$1 books to no more than 160 pages and require that they be in the public domain, to avoid reprint-permission fees.

Maybe Dover could expand its series or other plant lishers could try the same tactic. Maybe a publisher could produce books of up to 320 pages for \$2. (Hawthorne? Twain? Thorcau?) Perhaps works of up to 480 pages (by Mclville, Dickens, Dreiser, and so on) could be sold for \$3.

In any case, one can only praise Dover's response to the spiraling cost of books and welcome the series as a hopeful breakthrough in pricing. If nothing else is done it won't be long before books become luxuries for the rich and the elite rather than necessities for every edicated person's life.

Charles R. Larson is professor of literature at the American University.

THE CHRONICLE

of Higher Education.



 March 18, 1992 • 82.75 Volume XXXVIII, Number 28

Unquote

News Summary: Page A3

"Last time I checked, we had a recession with eight million to nine million people unemployed and what we are saying to them, in effect, is, 'Sorry, you can't get involved." "

A New York Congressman, on the mnouncement that magnets for the SSC will be built overseas: A25

"Our colleges and universities should reclaim one of their earliest purposes—to educate and inform students concerning the spiritual and religious underpinnings of thought and society." An associate professor of ology, on the Importance of religious education: A60

"The institution that actually helps its students excel is one that expects sweat and toil from them. The Assistant Secretary for condary education: A28

Programs supported by the United States should be based on mutual benefit and should not simply responses to the economic plight of former Soviet Union specialists and institutions. report urging the U.S. to revitalize the scientific enterprise in the former Soviet Union: A47

"The situation is us bud as I had anticipated: We are so far from being equitable, it's pathetic." A director of women's athletics, on sex-equity study by the NCAA: A1

You have absolute freedom to do what you want to do at the university. It's not because the system is liberal and missive, but because nobody

Å professor at Budepest U. of Economic Sciences: A50

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'A MORAL ISSUE,' NCAA DIRECTOR SAYS

Men Get 70% of Money Available for Athletic Scholarships at Colleges That Play Big-Time Sports, New Study Finds

By DOUGLAS LEDERMAN

Men's teams receive almost 70 per cent of the athletic-scholarship money, 77 per cent of the operating money, and 83 per cent of the recruiting money spent by colleges that play big-time sports, according to a study on sex equity by the National Collegiate Athletic Association.

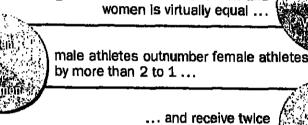
The long-awaited report of that study, which was released last week, offers the best portrait yet of how colleges treat their male and female athletes. Not surprisingly, given the long and bitter battle over athletic opportunities for women, observers saw what they wanted to in the survey re-

Advocates for women's sports said the study showed clearly that the average Division I college was in violation of Title IX of the Education Amendments of 1972, the laws that bar sex discrimination at institutions that receive federal aid. The advocates said that women deserve a far greater slice of athletic resources than they now get, since they account for more than half of the students at the colleges surveyed.

"The situation is as bad as I had antici-Continued on Page A45

How Men and Women Fare in College Athletics

Although the total enrollment of men and women is virtually equal ...



as many scholarships.

(dim Men's teams get three-fourths of the operating funds and over 80 per cent

of the funds for recruiting.

SOURCE: NCAA study of 253 Division I institutions

Many Colleges Report Increase in Applications for Next Fall

By MICHELE N-K COLLISON

Many colleges and universities report an upsurge in applications for admission in the fall, despite a depressed economy and a decline in the number of people graduating from high school this year.

Private colleges report increases of as much as 27 per cent over last year, while some public colleges report increases of up to 10 per cent. Not all of the increases may be as impressive as they may appear, however, since they follow a year in which some colleges-primarily private onessaw their applications dip between 5 and 16

In addition, despite the increases at many institutions, some public and private eges are experiencing small declines in the number of students seeking admission for the fail.

'More Savvy This Year'

Muny admissions officials and counselors believe some students are applying to one or two more institutions than in years past. Students are well aware that there are fewer high-school seniors this spring, making the college-admissions process less competitive.

"I think that students are more savvy this year." says Rebecca H. Hanson, a college adviser at Roland Park Country School in Baltimore. "They heard it was easier to get into some schools last year, so they decided this was a good year to apply to their reach schools."

A "reach school." in counselors' par-

lance, is one that may be highly selective and hence a long shot for many applicants.

Others think many students who need financial aid are applying to a number of institutions, because of a belief that more students will be admitted according to their ability to pay. Students are said to be worried about reports that selective colleges, which are concerned about the rising costs of financial aid, are retreating from pledges to give students all the help they need to pay their bills.

"There is a perception that if you are applying for financial aid you need to cover yourself in terms of applications because many colleges have backed off giving full funding for financial aid." says Mary Lou

Bates, associate director of admissions at Skidmore College. Skidmore has received 4 per cent fewer applications for next fall than it did last year.

Concern Over Filling Classes

Despite the increase in applications. many admissions officials are nervous about getting enough students to fill their freshman classes. Last year, uncertainty over the economy led many who had applied to selective, private institutions to enroll at lower-cost state campuses. With fewer students responding to offers of admission, private institutions ended up accepting students whose grades and test Continued on Page A34

Record Highs for Enrollment of Minority Students

in 1990, the dollege enrollibent of members of all milhoity groups, ideolest record highs Minorities adequated for 19,2 per cent of the nation's 13,7 million

19.2 per cent of the nation's 13.7 million (ferris all integral 11.5) per cent college students

The rigures were complied by the U.S. III The replic of Arrianitan indian student Department of Education in the abenial past 10.8 be adent to 108.000.

Survey of the replacement entire displayed:

Estate of college students

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Black enrollment went up 8 2 per cent.

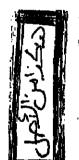
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Tre enrollment of foreign etudente—
non resident altene of all taces succeeding in the United States on a temporary
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367 000:

The glumber of Hispahic American atu-

denis simbed 11.5 per cent to





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"While the traditional college age population declines, [Fairleigh Dickinson University]'s successful Success Adult Degree Program continues to grow exponentially. . . . The program is administered using resources and staff from all areas of the university to prevent duplicity."

So that's what it takes!

From Computing Digest, a newsletter at San Diego State University: "Thanks to the efforts of staff, fac-

ulty and University Computing Services (UCS) systems and operations members the CYBER 830A main(rame computer is no longer in operation." Congratulations, all!

News item in Showcase, a paper serving Jacksonville, Ill.:

"Illinois College, the small liberal arts college in downstate Jacksonville, stands out as a giant among the state's larger colleges and universities in terms of endowment.

"This is one of the conclusions that can be drawn from the rankings of the nation's largest college and university endowments featured in the Feb. 12 issue of the 'Chronicle of Higher Endowment.' "

Watch for its sister publication The Chronicle of Modest Annual

From a professor's obituary in The Seattle Times:

"He received his bachelor's and master's degrees in electrical engineering at Stanford University while playing clarinet in local dance

Stanford was a lot more lenient in those days.

The campus food services at Indiana University at Bloomington have a form headed

BACK CLEANING SUPPLIES

REQUISITION with which one can order "highly & scale remover," and "heavy duty degreaser."

Advance Notes, a paper about the new Alumni and Development Systems software at Duke University,

"The system includes many features designed to make the maintenance and inquiry functions easy to use. These include:

"-the ability to look up the identity of a constituent by name, by using part of their name, by an alias or by an alternate id; . . .

Computers know everything about people, these days.

In Brief

Campus holds service

after cross burning

BLOOMSBURG, PA.--More than 2,000 people attended a candlelight prayer service on the campus at Bloomsburg University of Pennsylvania (right) following a cross burning here.

Earlier this month a two-foottall cross made of wood and rags was found burning on the steps of the institution's main administration building. Police are investigating the incident.

University officials have sent a letter to all students and employees expressing their outrage over the incident and saying the institution will not tolerate racial intimidation or harassment. About 4 per cent of the university's 7,600 students are black.

The prayer service, planned by two compus ministers, was intended to unite the community against racism, a university spokesman said.





University doctor must

CINCINNATI - A Hamilton

County judge last week ordered

the former chairman of the Uni-

versity of Cincinnati's Depart-

ment of Orthopaedic Surgery to

return about \$250,000 to a compa-

ny set up by orthopedic surgeons

University officials had

at the university to support their

used Clark Hopson of writing a

check for \$150,000 to himself on

the company's account and writ-

ing other checks to his lawyer and

Dr. Hopson resigned in January

as chairman of the department

to a company he owns.

return \$250.000

private practices.

Professor donates statue of Walt Whitman to city

CAMDEN, N.J.—A Rutgers University professor is putting the finishing touches on a larger-th.urlife sculpture of Walt Whitman that will commemorate the poet on the 100th anniversary of his death. "Whitman With Butterfly," was created by John J. Giannotti (left), chairman of the department of art and art history at sculpture will stand in the center

University to compensate black job applicants

COLLIGI PARK, MD. -- The University of Maryland has agreed to pay \$230,000 in compensation to up to 267 black applicants who the Department of Labor says were denied Jobs because of their race.

The department said an investigation of the university had reyealed a "statistically significant difference" between the rates at he university's campus here. The | which black and white applicants for elected positions were offered of a small park in the city, next to | employment. The university also the house where Whitman fived | will now offer jobs to about 60 of for the last 18 years of his life. • I the applicants.



Students spend spring break in the fields

ton, D.C., toiled in sields here tion. University officials are in- picking plants instead of lying vestigating foundation loans of on the sunny beaches of Florida \$89,000 to Dr. Hopson and during their spring break last

APOPOKA, PLA. Ten students | pick ferns for 19 cents a bunch. and as head of the university's Or- from Trinity College in Washing- The students also worked in a community-health clinic and the ported. The correct akkee local public school.

Dr. Hopson's lawyer said the payments were in support of the foundation's "charitable purposes:" with migrant farm work work of the constraint of the co

Community-college des resigns amid charges

HUNTINGTON BEACH, CAL_Th top administrator of a comme college's satellite campus hase nounced his resignation and c investigation into charges thek

disposal site in Nevada. In 1989 the state's Environmen-

filed by faculty members mid ical workers-nine women a one man—a district official w The district has agreed to a tinue paying Mr. Melican's as at salary of \$72,600 while kg nuins on leave until June) when his resignation become

fective.

sexually and physically hared

George P. Melican, whole

been dean at the Hunbig

Hench satellite campus of Co.

line Community College for us

ly two years, has been on ke

ince last month, when low

ployees filed a complaint with

Coastline Community Colle

District. The complaints w

some of his employees.

Two employee unions put ed the pay arrangement, व्य for Mr. Melican to resigning ately without further compa tion. The district dropped is vestigation into Mr. Melicain havior after he announced resignation; the unions b urged that the district com the inquiry.

Crowded fraternity da sparks riot at Berkek

BERKLLLY, CAL.-About ocopie went on a loating \$ down Berkeley's bestel thoroughfare after hundred turned away from a crowk ternity dance on the Univer California campus here. The hour-long rampage a

Telegraph Avenue results guntire and broken store dows. Rocks and bottles tossed at police, who area people on rioting and charges. Store owners suit had lost about \$15,000 in chundise. The crowd became gry and moved off the camp ter the doors were closedt

Corrections

In an article on debate colleges' use of symbols ered offensive by many Amen Indians (The Chronicle, June 8). the name Dartmouth Colf adopted for its sports teams early 1970's was incorrectly the Hig Green.

An article about students

Radioactive metal

near campus is removed

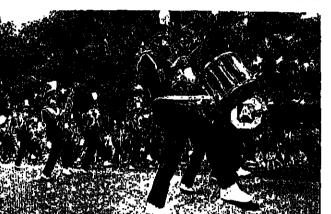
ATLANTA-Emory University has unearthed and removed a fistsized chunk of radioactive cesium that was buried in a park adjacent to the campus in the 1960's.

The university shipped the cesium, which had been used by Emory scientists to conduct radiation research until 1968, to a special

tal Protection Division said the cesium posed unnecessary risks to the environment and called for its removal. But university officials insisted that the cesium, which was encased in a pipe, posed no immediate hazard.

"The state said if we weren't using it, we ought to get rid of it," said John H. Richardson, director of Emory's Office of Environmental and Occupational Safety and Health. "It's that simple."

The university also is searching for chemicals believed to have been buried in the park in 1974.



Davis marching band

University penalizes

DAVIS, CAL.—The student-run marching band at the University of California here has been placed on administrative probation after a female member complained of sexual harassment and hazing. in her complaint that the Califor-

The student, Julie Graham, said nia Aggie Marching Band (above) used rituals, cheers, and initiation

For example, she said members were forced to state their sexual preference in initiation rites. Ted Adams, director of student affairs at Davis, said the charges

rites that were sexually offensive.

involved "illegal behavior." During its probation, which will end when the university is satisfied that the behavior has stopped, the band can continue making uppearances. But its future activities will be restricted if it fails to address the charges, a university spokeswoman said.



'Family College' for both parents and children

can attend classes with their children at the Family College, which opened this month at Kingsbor-

one part of the building and part through the second grade.

NEW YORK—College students | entstake college courses in anoth-

auspices of the City University of Ough Community College.

Designed for families who rePublic Schools, began with 17 colceive public assistance, the Famlly College allows parents to come garteners. Officials hope to open 10 school with their children in a similar programs at as many as building on the campus and eat three other community colleges bleakfast with them. After breakhat, the youngsters attend classes schooling eventually for children

PORTRAIT

Anthropology at Winner's Gym

By COURTNEY LEATHERMAN

BURLINGTON, N.C. Anne Bolin is bending forward slightly, lifting two 15-pound dumbbells out to her sides, shoulder level, about 10 times. She stops and bums a few Advil, still sore from yesterday's workout. She swallows the pain killers, then goes back for a few more sets of the exercise.

She's working on her deltoids

And her research. Ms. Bolin is an assistant professor of anthropology and sociology at Elon College. She's here at Winner's Gym, a few miles from the campus, because she's currently studying the culture of female competitive body builders. And, taking the participant-observer mode of ethnography to its extreme, she is what she studies.

In November she won the overall competition in the Elite Muscle Classic, an amateur contest in Greensboro, N.C. The four-foottall trophy joins seven others, along with some dumbbells and a stationary bike, in a mini body-building shrine in her home.

Beyond the Awards

She never expected to compete. "I first went into a gym to be a participant observer, to see what women I could meet, to see what this was all about," she says. Within two years, she was competing.

She took second place in her first amateur contest in 1988. The following year she won the lightweight division in the Miss Colorado competition, where she lived at the time. But her interest in the sport goes beyond the awards.

Female body builders, Ms. Bolin says, are pushing perimeters—their own bodies', the sport's, and socicty's notions of femininity.

She explains some of those concepts in a chapter she contributed to a forthcoming book. Body Contours: Deciphering Scripts of Gender and Power, to be published by Rutgers University Press. In it, she describes female body building as 'a sport which textualizes gender relations, reflects traditional notions of femininity, actively rebels against these in terms of challenging the cultural construct that muscularity and femininity are mutually exclusive, and, finally, contributes to the ongoing larger redefinition of femininity and womanhood."

The sport has done more than redefine Ms. Bolin's body, enabling her to support 185 pounds on her shoulders while squatting dozens of times. "The stronger I got, the less is 5 feet, 4 inches tall.

She adds: "There's a certain fronted with in their daily, mun- Pumping Iron II: The Women. dane lives. It is so empowering to had that in my life. As an academic, I've been completely disembodicd-a brain, a head."

The sport may have been foreign quires all the exact same things I



Anne Bolin: "I first went into a gym to be a participant observer, to see what women I could meet, to see what this was all about,"

did to get a Ph.D." She adds: "The only difference is, exploring the mind is validated in our society, whereas exploring the body in this way and achieving in the area of the body is not so legitimized."

Ms. Bolin has long been interested in issues of the body and gender. She has taught such courses at Elon as "Social Perspectives on Women and Men" and "Sex and Society." (Some of her students, she says, call her The Terminator or Dr. Death.) In her syllabus for "Sex and Society," she describes the focus as "the urge to merge."

That's a topic—gender blendin and blurring—that Ms. Bolin says has long fascinated her. While she was working as a part-time instructor of anthropology at the University of Colorado at Boulder and at Metropolitan State College of Denver. she performed a two-year study of men who were undergoing sex-change treatments and operations. The research provided the basis for her book In Search of Eve: Transsexual Rites of Passage (Bergin & Garvey Publishers Inc.).

building came after she and her husamount of fear women are con- band saw the 1985 documentary

"I don't know how I had manthe world," she says. "I have never but I had never been in a health club or gym in my life," says Ms. Bolin. "And was I intrigued," she adds.

She was intrigued enough to start working out for the first time in her to her, but the discipline and the life at the age of 39. "Now why competition were not. "What you would I do that?" she asks rhetorido to compete in body building is cally, as if addressing her class.

and the first notion that came to my mind was, I guess I'll start lifting weights and going to the gym."

Becoming a competitor—going through the rituals of the twice-daily workouts four times a week: working out with her partner, C. C. Cowan: following special dietsgives her greater insight into her topic, she says, it allows her to see and experience things an outsider wouldn't. For example, as part of her research, she's talked to competitors about steroid use. She's never used them, but wants to study their significance in society.

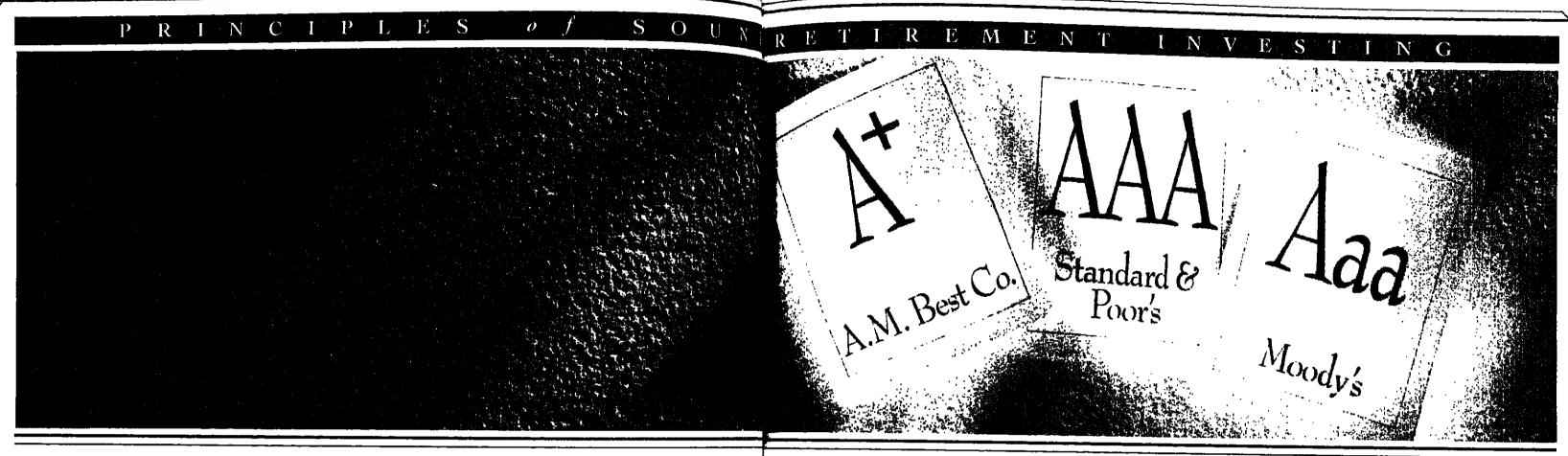
Seeking More Muscle Mass

She's already presented several papers about female body builders at academic conferences. But the research will ultimately go toward a book she's writing, Elegant Ironworkers: Beauties and Beasts in Competitive Women's Bodybuilding. Ms. Bolin currently is working as co-author of another book about women and sports, and her textbook on human sexuality is being reviewed by a publisher.

At Winner's Gym, wearing black Lvera legginos. Asia Her interest in female body shoes, and a red T-shirt-cinched at the waist by her black weightlifting belt-Ms. Bolin hesitates to pose for a camera.

She's been trying to gain more begin to feel a physical mastery of aged to escape ever being in a gym, muscle mass-lifting heavier weights fewer times—and weighs about 130 pounds. By the time of her next competition in June, she will have gradually dropped about 14 pounds, picked out a specially made posing suit, and had her hair and fingernails done. Her muscles will appear "cut" and "ripped," very regimented, very ascetic, and Why not just conduct a survey, as showing the definition and striavery disciplined," she says. "It re- people in other disciplines might? tions that judges look for. Then. "My training is in anthropology, she'll be in her "sacred state."

dation's "charitable purposes." with migrant farm workers who of migrant workers. The Chronicle of Higher Education (1820 0009-5923) is published weekly except the third week in August and the last two weeks in December, at 1255 Twents. Third Street, R.P. was D.C. 20037. Subscription rate; \$67.50 per year. Second-class postage paid at Washington, D.C., and at additional smalless officers. Copyright © 1992 by The Chronicle of Higher Educations. The Chronicle reserves the right not to accept at helpering the Chronicle of Higher Education, P.O. But 1955, Marten, Ohio 45305 Market, Artificial of the Advertiser's profession of an advertisement shall constitute final acceptance of the Advertiser's profession of an advertisement shall constitute final acceptance of the Advertiser.



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Engineers who are building the world's largest particle accelerator, the \$8.25-billion Superconducting Supercollider, say extensive testing of all of the collider's prototype superconducting magnets has uncovered no problems and indicates that they will perform better than anticipated.

At a recent technical meeting in New Orleans, Joseph R. Cipriano, manager of the project, told the gathering that "every single one of the magnets tested has exceeded, by a substantial margin, its design requirements."

Such performance is critical to the success of the project, located 35 miles south of Dallas, since all of the nearly 11,000 magnets that will direct and focus the supercollider's proton beams must operate perfectly for the accelerator to work.

Thomas O. Bush, head of the supercollider's magnet-systems division, said the prototype magnets, which were built at the Fermi National Accelerator Laboratory in Batavia, Ill., and the Brookhaven National Laboratory in Upton, N.Y., have also shown no adverse effects after being subjected to "accelerated aging tests" designed to simulate the stresses they would experience over 10 to 15 years of operation.

Mr. Bush said the prototype magnets were being assembled at the ssc Laboratory in Dallas so engineers could determine how a large number of them perform in unison. This "string test," he said, is scheduled to begin in August and to be completed by the end of

The outcome of that test will be critical to the supercollider's future, since Congress has demanded that the laboratory not move forward with industrial production of the magnets until a successful completion of the string

"From a technical point of view, we don't see the string test as a major obstacle," Mr. Bush said.

That's good news to the supercollider's manager, who said that any slippage in the project's 1999 completion date would prove costly. "We estimate that it will cost \$1-million for every day we're late," Mr. Cipriano said.

Scientists at Columbia University are setting up portable satellite receivers on more than 20 determine, for the first time, the mysterious movements of the Philippine Sea Plate, a portion of the earth's crust responsible for some of the most powerful earthquakes.

The satellite receivers will be used to pinpoint the locations of the islands to within a few centimeters. The relative movements of the islands, which include Guam and Saipan, over the next two years will provide scientists with clues to why earthquakes are so frequent along the plate's boundaries—in Japan, the Philippines, and the Mariana

Scholarship

U.S. Agency Proposes Trial-Like Hearings to Judge Cases of Scientific Misconduct

Reorganization of federal offices that investigate fraud charges is also planned



Nicholas H. Steneck, the panel's chairman: "We don't want to make more work for universities, but we want to raise the stakes if they are not doing their job properly."

Scientists Report Discovery in Southern Africa of Remains of a New Species of Hominoid

ists working in southern Africa say they have found the fossilized remains of a new species of hominoid, a group that includes the great apes, gibbons, and humans and their immediate ancestors.

The discoverers named the new species Otavipithecus namiblensis, in recognition of Namibia, Africa's newest independent nation.

In the March 12 issue of Nature, Glenn C. Conroy, a professor of anatomy, neurobiblogy, and anthropology at Washington University in St. Louis, and his colleagues estimate that the fossil, comprising part of a jaw and several teeth, is from 12 million to 14 million years old, placing it in the

geological period known as the Miocene. The researchers say the fossil provides the first evidence that a pre-Australopithecus hominoid ranged south of Kenya and Uganda on the African continent. Australopithecus is the name of a genus with primitive human characteristics that roamed southern Africa from four million until one million years ago.

Most paleontologists believe that that genus was the most immediate ancestor of the genus Homo, which includes modern

Until now, no member of the hominoid family from the Miocene era had been found south of equatorial Africa. From their analysis of the fossil, Mr. Conroy and his colleagues conclude that it is unlike any other Eurasian or African hominoid fossil of that era. -CHRIS RAYMOND

By DAVID L. WHEELER

BETHESDA, US The Public Health Service has propos sweeping changes in how it would reside charges of scientific misconduct.

Scientists with grants from the NY Health Service who are charged by the government with research fraud would offered trial-like hearings before a fola: appeals board, under a proposal from

The proposal would cover univerand government researchers supported the National Institutes of Health, the Ca ters for Disease Control, and the Akth Drug Abuse, and Mental Health Admit tration, all of which fall under the PIS The agency has also proposed a my

nization of the offices that investigates entific misconduct.

Agency lawyers have said they w like subpoena power to compel unsi witnesses to testify at the hearings.

At present, only scientists fighting agency decision to cut them off from to al research money are offered a hear Under the proposed change, details which have yet to be worked out, all searchers who could be sanctioned by federal government for scientific miss duct would have an opportunity to the themselves at hearings.

Secretary's Approval Needed

Officials of the health service of the proposal to the agency's advisory mittee on scientific integrity at a me that ended last week. Before the des can take effect, they need the approxi the Secretary of Health and Humans ices, Louis W. Sullivan.

The advisory committee believe hearings would also be useful for with ties trying to resolve allegations of w tific misconduct. Its chairman, Neb H. Steneck, a professor of history the University of Michigan, said the mittee members wanted the govern encourage universities to hold such

The proposal for hearings at the level is partly a response to heated partly by scientific societies and others that accused of scientific misconduct at being treated fairly by the governmen critics are already questioning w new system will offer equal protec whistle blowers and assurances the tific misconduct will be investigate quately.

Under the proposed reorgani Office of Scientific Integrity, white views the results of university it tions and sometimes initiates its of would be elevated in the federal burk cy and would become independent

The scientific-integrity inv would remain in their offices on the campus here, but would answer head of the Public Health Service in the of to the director of the NIH. The office would also get a new a

the Office of Research Integrity Assur-

The changes are intended to answer concerns expressed by lawmakers, who have doubted whether the institutes, which distribute federal money for biomedical research, should also be in charge of investigating malfeasance in that research.

The proposed changes, particularly the move to hearings, have drawn generally favorable responses.

Jules V. Hallum, director of the Office of Scientific Integrity, told the advisory board that he thought the hearings would be a "wonderful improvement."

as acting both as the prosecutor and the judge in fraud cases, even though its recommendations are scrutinized by another office, the Office of Scientific Integrity Review. (The Assistant Secretary for health in the Department of Health and Human Services, who is also the head of the Public Health Service, makes the final decisions on misconduct findings.)

make it ensier for us to be perceived as an investigative office."

Chris Pascal, a lawyer for the Public Health Service, said that before a hearing, the agency would send an accused scientist a notice detailing the charges against him, the basis for the charges, and the proposed sanctions. The scientist, he said, could either accept the government's decision or request a hearing.

The hearing would be conducted by a 'scientific integrity adjudication panel," ne said. The panel would be headed by a hearing officer, who would come from elsewhere in the Department of Health and Human Services.

The officer would not be a judge but would have experience in running similar hearings. The hearing officer could appoint up to two scientific experts to serve on the

The hearing, Mr. Pascal said, would be informal, not based on any written rules, but it would have some elements of a trial. Public Health Service lawyers would act as prosecutors and present the government's evidence, all of which would be available ahead of time to the accused scientist.

The agency lawyers, and the accused scientist or his lawyer, could make opening and closing statements, introduce expert witnesses, and cross-examine witnesses. Witnesses would not take oaths, but the Public Health Service could prosecute anyone who lied at the hearing.

Unlike an appeals court, which might review only portions of a case, the panel Continued on Following Page

A 'Wonderful Improvement'

Mr. Hallum said his office was perceived

The hearings, Mr. Hallum said, "will

Barbara Mishkin, a lawyer who has represented scientists defending themselves against misconduct allegations, also praised the proposal for hearings. "If we have an opportunity to really respond to the evidence, this would be a major advance." she said.

on Commerce, Science, and Transportation that he had studied core samples taken from high-altitude ice in South America, China, and Kirgizia, a former republic of the Soviet Union. Those samples show, Mr. Thompson said, that the average annual temperature in those areas has gone up at least 1.8 degrees Fahrenheit over the last 50

> Mr. Thompson also found that a major high-altitude glacier in southern Peru, known as the Qori Kalis, had been retreating at a rate of about 46 feet a year for the last four years. That rate, he said, is three times as fast as the glacier's annual retreat from 1963 to 1978, Mr. Thompson has submitted the details of his findings to several jour-

> > Mr. Thompson said he could not determine if the warming could be attributed to a "greenhouse effect" caused by industrial pollution. But even if it is part of natural climate variability, he said it needed to be studied.

More research on ice caps should be started immediately. Mr. Thompson said, because valuable natural archives of climate history are being lost.

-DAVID L. WHEELER

The need for forgiveness was a lifelong obsession of the American playwright Eugene O'Neill and a key theme of his dramas, especially his autobiographical works, says a literature scholar at the University of Notre Dame.

Qori Kalis, a high-altitude glacier in Peru, has recently been retreating at a rate of about 46 feet a year.

Photograph on left shows Qori Kalis in 1983; on right, the glacier in 1991.

Studies of ice on tropical and sub-

tropical mountains and plateaus in-

dicate that recent and rapid warm-

ing has taken place in those regions,

says a researcher at the Ohio State Uni-

Lonnie G. Thompson, an associate

professor of geological sciences and a

research scientist at Ohio State's Byrd

Polar Research Center, told a Senate

committee that he had found two forms

of evidence that the climate is warming

Mr. Thompson told the Committee

in the mid-latitudes.

RESEARCH NOTES

■ Study indicates recent, rapid warming in tropical regions

■ Forgiveness said to be a key theme in O'Neili's dramas ■ Historian studies indians' captives in colonial Argentina ■ Cause of stroke shown more common in younger blacks

1983

O'Neill was born in 1888, the son of two actors, James O'Neill and Ella Ouinlan. His family relationships were troubled, as he makes clear in his most autobiographical play, Long Day's Journey Into Night (first produced in 1956), a portrayal of the stormy domestic life of the Tyrone family, whose four members-mother, father, and two grown sons-mirror those of O'Neill's

In the current (December) issue of Modern Drama, Donald P. Costello notes that, in dedicating the original manuscript of Long Day's Journey to his wife Carlotta in 1941, O'Neill says he wrote the play "with pity and understanding and forgiveness for all the four haunted Tyrones." The italics make it clear, Mr. Costello argues, that O'Neill

Eugene O'Nelli: His family relationships were troubled, and the need for forgiveness became a lifetong obsession, a scholar says.

was including himself among those who needed forgiveness.

In that play, O'Neill wrote not only with forgiveness, but also about it. Mr. Costello notes. Long Day's Journey, he says, is full of confessions, which, in the tradition of O'Neill's Catholic background, are implicit requests for forgiveness. As the drama progresses, the Tyrones repeatedly ask for or offer forgiveness, but with a less-than-satisfactory outcome. O'Neill wrote that the play ends with the family "forgiving but still doomed never to be able to forget."

O'Neill, Mr. Costello notes, was dying as he wrote the final version of A Moon for the Mishegotten, first produced in 1957, four years after the playwright's death. Jamie Tyrone, the older son in Long Day's Journey, reappears as the protagonist of Misbegotten, still in search of forgiveness. But this play reaches a more satisfying conclusion. Mr. Costello says. Six times in the third act. O'Neill links the words "understand" and "forgive"; four times in the fourth and final act the word "forgive" is linked with the word "peace."

At the end of A Moon for the Misbegotten, Mr. Costello writes, Jamie Tyrone achieves a peace that no other O'Neill character ever feels.

-ELLEN K. COUGHLIN

Spanish settlers taken captive by Indians in colonial Argentina were overwhelmingly female and principally people of rural origins, says an Emory University historian.

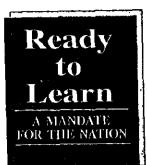
In the current (February) issue of the Hispanic American Historical Review. Susan Migden Socolow notes that, in the early contact between Europeans and Indians in the Americas, tension and conflict often led to the mutual taking of captives. While the history of British-Indian contact contains a great deal of evidence concerning British set-

Continued on Page All





IN DERSDECTIVE

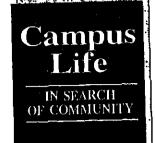


Ready to Learn: A Mandate for the Nation. Emest L. Boyer. January 1992.

Examines development and informal learning before children enter school. includes results of a National Survey of Kindergarten Teachers, 1991, and offers a seven-step strategy for ensuring that all children are well prepared for school. \$8.00.

Campus Life: In Search of Community. The Camegic Poundation for the Advancement of Teaching. May 1990.

Based on a joint year-long study of campus life with the American Council on Education. Suggests six guiding principles for building community on campus. \$8.00





Scholarship Reconsidered: Priorities of the Professoriate. Ernest L. Boyer. December 1990. Proposes redefining faculty "scholarship" as: discovery, integration of knowledge, teaching, and service. With historical overview and statistical data. \$8.00

Choosing a College President: Opportunities and Constraints. Judith Block McLaughlin and David Riesman. March 1991. Examination and case studies of the search process for selecting a new college/university president. \$8.00

OPPORTUNITIES CONSTRAINTS

Choosing A

College

President

The Learning Industry: Education for Adult Workers. Nell P. Eurich. January 1991.

A comprehensive survey of job-related adult learning programs offered by business, labor unions, government, and the military, as well as by traditional educational institutions. Foreword by Ernest L. Boyer. \$25.00 hardcover, \$10.00 paperback.

Tribal Colleges: Shaping the Future of Native America.

The Carnegie Foundation for the Advancement of Teaching. November 1989. Indian colleges and their increasingly significant role in renewing Native American communities. Based on a two-year study and campus visits, with a ten-point action plan. \$8.00

The Condition of Teaching: A State-by-State Analysis, 1990. The Carnegie Foundation for the Advancement of Teaching.

A comprehensive technical report of findings of The Carnegie Foundation 1990 National Survey of Public School Teachers. \$12.00

The Condition of the Professoriate: Attitudes and Trends, 1989. The Carnegie Foundation for the Advancement of Teaching. December 1989.

A comprehensive technical report based on The Carnegie Foundation's survey of more than 5,000 faculty members. Included are many questions from previous surveys, providing longitudinal data, as well as new questions about campus community, students, tenure, and retirement. An analysis of the data by Ernest L. Boyer highlights three issues that vividly define the optimism and the concern of the professoriate today. \$12.00

College: The Undergraduate Experience in America. Emest L. Boyer. February 1987.

A policy report based on extensive surveys of students and faculty members, thousands of hours of interviews and observations on representative campuses, and a review of important major evaluations of colleges by education authorities. The epilogue is presented as "A Guide to a Good College." \$9.95 (add \$3.50 for orders billed). Harper-Collins Publishers, P.O. Box 1580, Hagerstown, MD 21741. (800) 638-3030. Institutional/bookstore orders: (800) 242-7737.

The Academic Life: Small Worlds, Different Worlds. Burton R. Clark. September 1987.

An examination of the professoriate in American colleges and universities that draws heavily on systematic site visits and interviews at

Corporate Classrooms: The Learning Business. Nell P. Burich. April 1985.

An examination of college-equivalent programs offered by corporations in the United States. Includes history, description of curriculum and methods, and information on programs leading to academic degrees. \$8.00

Scholarship and Its Survival: Questions on the Idea of Graduate Education, Jaroslav Pelikan, December 1983. An exploration of issues in graduate education, with a foreword by Brnest L. Boyer. \$6.50

The Control of the Campus: A Report on the Governance of Higher Education. The Camegie Foundation for the Advancement of Teaching. October 1982,

Proposes a new framework to encourage the nation's colleges and universities to govern themselves more effectively, protecting campus integrity while providing for public accountability. \$6.50

A Quest for Common Learning: The Aims of General Education. Emest L. Boyer and Arthur Levine. April 1981. Essay released at the University of Chicago colloquium on general education which provides new perspectives on general education. \$6.50

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Hearings to Judge Misconduct Cases Proposed by U.S.

Continued From Preceding Page would make a completely indemendent judgment based on the facts, on how they applied to the federal definition of misconduct and on how severe the sanction i should be, Mr. Pascal said.

The proposed changes her been criticized for not provide any assurance that allegation of scientific misconduct will be the oughly investigated.

Under the present arrangement the Office of Scientific Integral Review checks the findings of the Office of Scientific Integrity at: the sanctions that it recommend; Under the new proposal, then view office would probably confid itself to setting general policies

Cases in which governments vestigations, or reviews of unic sity investigations, did not findz

All researchers who could be sanctioned by the government for

misconduct would have

an opportunity to defend themselves at a hearing

misconduct would not receiver additional scrutiny.

Mr. Hallum of the Office of &, entitic Integrity said that with that scrutiny, the proposed system would be unable to detect slog; investigations. "I could be into whitewash business, for all and would know," he said.

Punishments Considered Members of the scientificing

rity advisory panel, most of what are associated with universit considered ways to make sure er-ups do not occur in eitherg ernment or university invest tions, but could not devise will was suggested that whistle bloom be given the right to press # cases in hearings, but the ideals dropped, in part because it seems to luck a legal precedent. Audio university inquiries—a prelimina stage that determines if a b blown investigation is necessify were also rejected as too onene

Mr. Hallum said that the of punishment the government at use against universities that the ered up scientific-fraud charge was so severe that it would at be used. The Public Health Sen could cancel a university's rem ugency financing, but Mr. Hall said that would be like "using, atomic bomb to swat a bullefly

The advisory committee shall the Public Health Service to one sider other punishments that mix be used when universities fails investigate scientific misca

"We don't want to make adequately. work for universities, but we say to raise the stakes if they are at doing their job properly. Salar Control of Michigan's Mr. Salar Control of Mr. Salar Con

Research Notes

Continued From Page A9 tlers who had been taken captive, providing valuable information on the interaction of the two societies. similar information about early Spanish America is fragmentary. To help fill that gap in the histori-

often as men did. cal record, Ms. Socolow examined a body of documents concerning a large group of Spanish settlers in early-19th-century Argentina who were taken captive by Indians and haer rescued and brought back to that segment of Spanish colonial their own society.

In 1833-34, an expedition led by Manuel de Rosas set out to reclaim from the Indians territory south of Buenos Aires. The troops returned with more than 600 Spaniards who had spent time in captivity. Military officials interrogated the former captives systematically, asking each the same set of questions about the experience. The data about those people, who are probably representative of all Spaniards taken captive in the region, indicate a great deal about Indian and Spanish society, Ms. Socolow

Among the ex-captives not born n captivity, women outnumbered men by almost two to one, a fact that can be attributed, Ms. Socolow says, to the Indians' practice in combat of taking women and children and killing men. The prefer-

AWARDS

College Art Association

CHICAGO

At its annual meeting, the association honored II artists and art historians for outstanding contributions to the discipline.

lizabeth Baker, editor in chief. Art li America: leadership in publishing.
Richard Bretell, Dallas Museum of Art— Pissare and Pontoise: The Painter in a Landscape (Yale University Press): dis-tinguished book in the history of art. Robert L. Feller, Mellon Institute. Pitts-burgh: distinction in scholarship and con-

mon Flaher, U. of North Texas: distin-Rujahed teaching of art.
Rupart Barela, Son Jose State U.: distin-

Suished career as a creative artist.

Shifta M. Goldman, U. of California at Los
Augeles, and Eleanor Heartney, New
York: distinction in art and architectural
criticium.

Ann Hamilton, Columbus, Ohio—"Domin-ion" (an installation at the Wexner Cen-ter, Columbus, Ohio): distinguished exhi-bition, presentation, or performance. olion, presentation, or performance. Egbart Havetkamp-Begemann, New York U.: distinguished teaching of art history. Joseph Siry, Weslevan U.—"Frank Lloyd Wright's Unity Temple and Architecture for Liberal Religion in Chicago. 1885-1999" (An Bullerin, June 1991): best article appearing in the association's scholarly journal.

ly journal,

Julia Brown Turrell, Skystone Foundation,

Flagstaff, Artz.—Rule Without Exception: Lewis Bailz (Des Moines Art Center
and University of New Mexico Press):

distinguished exceptions in the history of

American Philological Association

Four scholars have been honored by the association for outstanding research and teaching in classical studies.

Neter Davia Hanson, California State U. at Fresco: excellence in teaching.
Robert A. Kester, U. of Chicago—Guardian of Language: The Grammarian and Society in Late Antiquity (University of California Press): outstanding publication.

Michael Pollakoff, Hillsdale College: ex-cellence in teaching. John Rouman, U. of New Hampshire: ex-cellence in teaching.

age to one of the major causes of orthages caused by injuries and more of the hemorthages than strokes—spontaneous bleeding found 266 patients with the approin or near the brain. Joseph P. Broderick, a professor

probably both sexual and economof neurology at the University of ic: Women could help replenish the Indian population, they were eco- colleagues there examined 3.233 nomically productive themselves. medical records entered in 1988 age of 75 were 2.3 times as likely as and they did not try to escape as from a five-county area near Cin-whites in the same age group to sufcinnati. The scientists searched for fer from a hemorrhage in the cere-The great majority of the capsymptoms that might be due to brum. But among blacks over the tives. Ms. Socolow notes, were bleeding in the part of the brain age of 75, the risk of such a hemorcountry people who had been tak- known as the cerebrum and in the rhage fell to one-fourth of that in en in the locality where they were space containing the fluid that cir- elderly whites. born, reflecting the low mobility of culates around the brain and spine.

Young and middle-aged bral and subarachnoid hemor- a hemorrhage. blacks appear to be more sus- rhages. ceptible than whites of the same

ence for women, she argues, was

priate hemorrhages. The scientists reported their results in the March 12 issue of The

Cincinnati Medical Center, and New England Journal of Medicine. They found that blacks under the

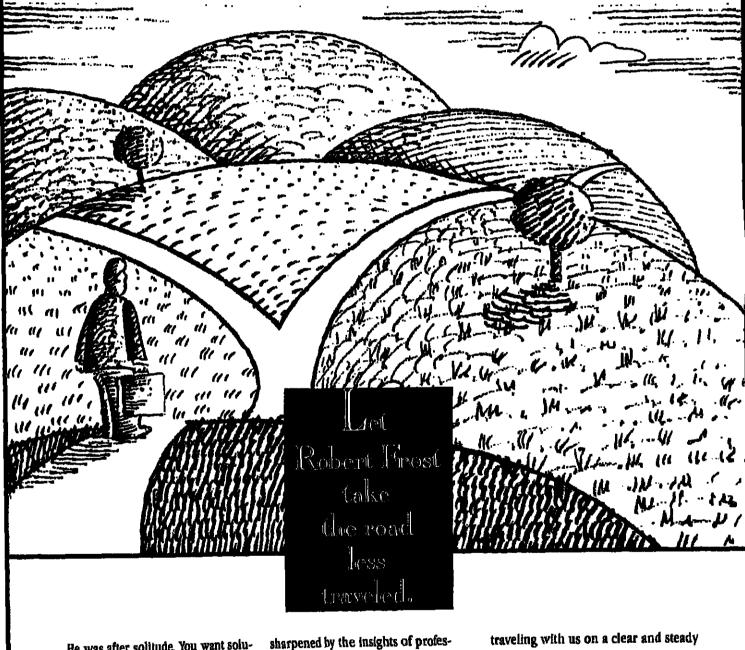
The risks of a hemorrhage into Almost half of all deaths from the cerebrospinal fluid were higher -E.K.C. stroke that occur in younger and in blacks of all age groups than in

> The researchers said they were The researchers excluded hem- not sure why blacks suffered from

All brain hemorrhages in the study were confirmed by the imaging technique known as CAT seans. or by autopsies in cases where the patients died.

The scientists said their findings did not appear to have been skewed by the methods they used to find patients with the hemor-

Blacks have been found in previous studies to be less likely than whites to seek medical help for chest pain. If blacks are also less likely to see a doctor after experimiddle-nged people are due to such whites. Blacks were 2.1 times as encing stroke symptoms, the rehemorrhages, known as intracere- likely as whites to suffer from such searchers said it would tend to exaggerate the racial differences they found, not weaken them.



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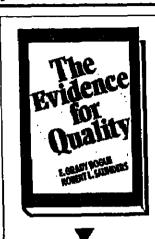
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times a year; \$30 a year for individuals. \$60 for institutions; also available as a henefit of membership in the Internation-

al Communication Association.)
urrent Directions in Psychological So

ence, edited by Sandra Scarr, University of Virginia, and Charles R. Gallistel, Uni

versity of California at Los Angeles, features brief reviews of new research

and emerging trends and controversies throughout psychology, with the intent of

llowing readers to keep up with develop

ments both within and outside their sub-

atlan Theory, edited by Robert

The following list of new journals has been compiled from information provided by the publishers or editors, many of whom will provide a sample copy on request. Prices and frequency of publication are subject to change without

Amurican Drama, edited by Norma Jenekes, University of Cincinnati, Topics in the first issue include moral and socia consciousness in the work of Arthur Miller and Sam Shepard and the influence of Margaret Widdemer's 1915 best seller. The Rose Garden Husband, on Tennes see William's A Streen or Named Desire and The Glass Menageric.

Craig, Department of Communication, Campus Box 270, University of Colora-do, Boulder, Colo. 80309; subscription correspondence: Guilford Press, 72 (Editorial and subscription correspondence: Yashdip Hains, Managing Editor, American Drama, Department of English, MI, 69, University of Cincinnati, Cincinnati, Ohio 45221; twice a year; \$15 a year for individuals, \$25 for institu

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Protein Science, edited by Hans Neurath, University of Washington. Publishes studies on the structure, function, and biochemical significance of proteins; their role in molecular and cell biology, genetics and evolution; and their regulation and mechanisms of action. (Editorial correspondence: Hans Neurath, Protein Science, University of Washington, SJ-70, Seattle 98195; subscription correspondence: Cambridge University Press, Journals Department, 40 West 20th Street, New York 10011; 12 times a year; \$120 a year for individuals, \$495 for institutions; also available as a benefit of membership in the Protein Society.)

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Journal of Narrative and Life History, edited by Allyssa McCahe, Harvard University and Tufts University, Provides an interdisciplinary forum for humanities and social-science scholars who use different

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listzsche's Philosophy of Art, by Julian Young (Cambridge University Press; 192 pages; \$44,95). Sets the German philosopher's nesthetic theory in the contest of his ideas on the death of Clod, eternal re-

simplicity and Complexity in Games of the Intellect, by Lawrence B. Slobodkin (Harvard University Press; 272 pages; \$24.95). Explores the meaning of simplication in the Complexity Press; 272 pages; \$24.95). ity in art, religion, science, and other fac

POLITICAL SCIENCE

Legislative Party Campaign Committees in the American States, by Anthony Clier-zynski (University Press of Kentucky 144 pages; \$20). Discusses the develop ment and sequivities of seconds. 144 pages; \$26). Discusses the development and activities of committees operated by legislative party leaders or caucuses to raise and allocate compaign funds. Polition Within the State: Elite Bureaucrate and Industrial Policy in Authoritarian Brazil, by Ben Ross Schneider (University of Fittsburgh Press; 360 pages; \$49.95). Uses data from the careers of 281 officials and case studies of four major industrial

and case studies of four major industrial

Soviet Relations with India and Vietnam, by Ramesh Dakur and Carlyle A. Thayer (St. Martin's Press; 327 pages; 965). Ana lyces the two third-world countries' link with the former Soviet Umon, as well as with each other.

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The Vital South: How Presidents Are Elected, by Earl Black and Merle Black (Har ard University Press; 416 pages; \$29.95). Traces the history, meanin political impact of the shift toward Re-publican domination in the South. White Political Women: Paths from Privi-

276 pages; \$38.95 hardcover, \$14.95 pa-perback). Examines white female activferoacts. Trainings with trimine designation in the same and gender, and feminism and politics; draws on interviews with 27 women, including Republican and Democratic activists as well as leftists and radical lesbians.

Wilful Uberolism: Voluntarism and Indi-viduality in Political Theory and Practice, by Richard E. Flathman (Cornell Univer-ity Indiana) sity Press: 256 pages: \$11.50 hardcover \$13,95 paperback),

Precoming the Odds: High Risk Children from Birth to Adulthood, by Emmy L. Werner and Ruth N. Smith (Cornell University Press; 304 pages; \$42.50 hardcover, \$15.95 paperback). Explores the factors that contribute to an individual's resiliency in the face of such "risk factors" as poverty and parental abuse; draws on data on an ethnically diverse group of 505 men and women who were born in 1955 on the Hawaiian island of Kauni and have been munitored from the

The Rational Public: Fifty Years of Trends in Americans' Policy Preferences, by Benjamin I. Page and Robert Y. Shapiro (University of Chicago Press; 490 pages \$59.95 hardcover, \$19.95 paperback). Presents data on the domestic- and for cign-policy views of Americans from the 1930's to 1990, with information on varia-

and other variables.

The Search for Retional Drug Control, by Franklin E. Zinning and Gordon Hawkins (Cambridge University Press; 224) pages; \$24.95). A study of past and pre-sent drug-control policies in the United

Harder Than War: Gatholic Poecomaking in Twentieth-Century America, by Particla McNeal (Rutgers University Press: 316 pages: \$40 hardcover, \$15 nunerhack Discusses the spread of pacifism among American Cutholics, and the impact of

that movement on the U.S. Church.
Religion and the individual: A Jewish Pesspective, by Louis Jacobs (Cambridge University Press; 176 pages; \$44.95). Arguer that despite the methods of the control of t gues that despite the emphasis on "a

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The Cage of Melanoholy: Identity and Metamerphosis in the Mexican Culture, by Roger Bartra, translated by Christopher J. Hall (Rutgers University Press; 199 pages; \$38). Argues that a "myth" of the Mexican national character has been used to lealtimize an exploitative entitional used to legitimize an exploitative nations

Fartility Change in Contemporary Japan, by Robert W. Hodge and Nachiro Ogawa (University of Chicago Press; 344 pages; \$45). Considers the role of cultural fa ors in the decline in the Japanese birth

rate over the past 40 years Pittsburgh Press; 280 pages; \$39.95). D talism and Afro-Brazilian spiritism-eucl promote diverse political response among their followers.

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THEATER

Costing Shakespeare's Player London Ac-tors and Their Roles, 1590-1642, by T. J. King (Cambridge University Press; 320 pages; 559.95). Discusses procedures for the casting of Shakespeare's plays from about 1590, when he began his work as a playwright, to 1642 when he began his work as a playwright, to 1642 when the theaters were closed by an act of Parliament.

The Profession of the Playwright: British Theatre, 1800-1900, by John Russell Stephens (Cambridge University Press;

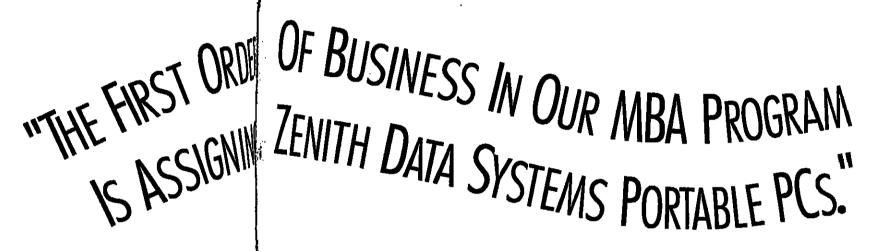
Stephens (Cambridge University Press; 260 pages; \$54.95). Explores the working world of the 19th-century British playwright; topics include earnings, copyright, and relations with actors, managers, publishers, and audiences.

Tennesses Williams and Ella Kazem A Collaboration in the Theatre, by Brenda Murphy (Cambridge University Press; 240 pages; \$37.95). Describes the collaboration of the playwright and director on A Streeten Named Desire, Camino Real, Cat on a Hot Tin Roof, and Sweet Bird of Youth.

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LITERATURE

Caught in the Act: Thentricality in the Nine-teenth-Century English Novel, by Joseph Litvak (University of California Press; 300 pages; \$42 hardcover, \$15 paper-back). Discusses works by Austen, Eliot. James, and Charlotte Bronte.

Dead Secrets: Wilkie Collins and the Fe-

Once again the issue of whether learned societies should take sides in the debate over "political correctness" has arisen. And once again it has made some scholars angry.

The latest incident involves an article that appeared in the December issue of Foatmotes, the newsletter of the American Sociological Association. What appeared to be a regular article was actually the full text—including a request for donations—of a statement of principles of Teachers for a Democratic Culture. The organization was founded last year to combat charges that academe is dominated by left-wing professors pushing a "politically correct" agenda

After some readers accused the ASA of appearing to take sides in a highly polarized debate, Footnotes published an apology. "In rereating the article after publication. I realized that in tone it read more like an 'advertisement' than a news story or open forum letter and that none of the signatures were from sociologists," wrote Carla B. Howery, the managing editor, in a note published in the February issue. "Our review process should have caught this beforehand."

Among those who thought it was inappropriate to publish the statement in such a format was the ASA's president, James S. Coleman, a University of Chicago sociologist.

Mr. Coleman is also a member of the advisory board of the National Association of Scholars, which, in the other group's statement of principles, is accused of "endangering education with a campaign of harassment and misrepresentation." Says Mr. Coleman: "It's not the business of learned societies to endorse political positions." TDC, he adds, "was clearly formed as a conflict group."

Toc organizers say they have been circulating the statement to scholarly groups, and hope professional associations will endorse it.

At least one such group already hus. William W. Cook, a Dartmouth College professor who is president of the Conference on College 'Composition and Communication, says his group's executive committee endorsed the TDC's statement because it sees the TDC as an inclusive, not an exclusive, group. "I believe it's quite an appropriate action for learned societies," he says. To do otherwise, he adds, would be "to argue that learning and scholarship take place in ideologically neutral settings."

Last fall the American
Association of University Professors
was criticized by some members
when a special panel issued a
statement saying that the PC furor
stemmed from animosity toward the
growing presence of women and
minority-group members in
academe. The AAUP said the
document was a preliminary
statement, not official policy.

Personal & Professional



Discord at a Seminary Sparks Questions About Accreditation

Self-evaluation reflects struggle over academic freedom and theology

By COURTNEY LEATHERMAN

WAKE FOREST, N. C.
The cover of Southeastern Baptist Theological Seminary's self-evaluation report for accreditors features photographs of a graceful chapel, students diligently studying, and a cluster of blooming daffodils.

But the pages inside belie the pictureperfect images of tranquility, revealing instead the conflicts the seminary has had in evaluating itself for its accreditors.

Since 1987, administrators and trustees here have clashed repeatedly with professors over issues of academic freedom and theology. Those battles have led to a near-complete turnover of the 35-member faculty, a 50-per-cent drop in student enrollment, and a significant decline in private donations.

In December, the instability led to Southeastern's being put on probation by its regional accreditor. Six months before, it had been sanctioned by an agency that accredits seminaries.

Both Sides Are Dissatisfied

The discrepancy between the report's cover and the turbulence described inside reflects the difficulties that accreditors have had in determining which view is accurate. It also reflects some of the more general problems that regional and theological accrediting agencies confront at religiously controlled institutions when theological stances contradict accrediting standards.

At Southeastern, the roles played by the Southern Association of Colleges and Schools, which accredits entire institutions in it Southern states, and the Association of Theological Schools in the United States and Canada, which accredits seminaries and theological schools, have failed to satisfy anyone.

Trustees and administrators here say they want approval from both accrediting groups, but they resent accreditors' questions about matters that they say are strictly between the seminary and the Southern Baptists who control it.

Professors worry that the accreditors have not done enough to protect their academic freedom, and that administrators have manipulated the accrediting process.

4 Statements of Purpose

The accreditors are frustrated. They say they have been thrown into the middle of a religious battle in which both sides want preferential treatment. They point to what they say is the seminary's inability to come to terms with itself: Instead of presenting a single, unified statement of purpose, Southeastern's self-evaluation report offers four.

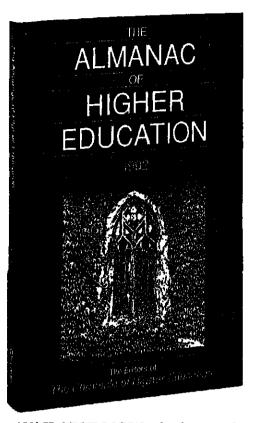
From all the finger pointing, some Continued on Page A18



L. Russ Bush, a seminary vice-president: "Dealing with the Internal life of the institution is exactly what trustees in a seminary like this are commissioned to do."



Robert H. Culpepper, a theology professor: "While outwardly paying lip service to the accreditors, [the trustees] were really seeking to do things their own way."



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of professors.

Discord at a Baptist Seminary Sparks Questions About Accreditation

broader questions about accreditation have emerged:

 Are accrediting groups set up to deal with the special needs of seminaries and religious institutions, particularly when theological debates are involved?

■ How should accreditors deal with academic freedom—or the lack of it-at a seminary?

Is accreditation even necessary for a seminary?

Struggle Over Theology

Like everything else here, the answers to these questions depend on one's theological perspective. Says Nancy T. Ammerman, an

associate professor of the sociology of religion at Emory University: "The issue here is between two different understandings of what seminary education is.

Adds Ms. Ammerman, the author of a 1990 book, Baptist Battles: Social Change and Religious Conflict in the Southern Baptist Convention: "Those for whom regional and theological accreditation is very important live in a world and want their graduates to tain credentials outside the bounds of sectarian credentials."

Religious feuding hit Southeastern five years ago, when theologically conservative trustees gained control of the board and began to reshape the institution's mission dramatically. Similar events have divided the Southern Baptist Theological Seminary in Louisville, where two more professors last week resigned, joining an exodus that began a few years ago.

Such battles have marked the Southern Baptist denomination for more than a decade. The struggle is over issues of theology between more-conservative Southern Baptists, who believe the Bible is inerrant and infallible, and less-conservative members of the denomination who believe the Bible is inspired by God but open to interpretation. Although they eschew such labels, the former are often called fundamentalists and the lat-

The debate has prompted Southeastern's accrediting problems. The seminary, which sought regional accreditation because it

gained it in 1978. Three years ago, that practice was authorized by the however, it was warned it could be seminary's founding churches. put on probation by the Southern Association. It was, after the theological group, which has accredited

"I don't see how they can accredit any Institution

that lays down the

gauntlet like that and

over 50 per cent of the faculty leave."

the seminary since 1958, issued a severe sanction of its own.

The self-evaluation report was prepared for both accrediting groups. Both have cited the campus for, among other things, trustce interference in day-to-day operations, campus turmoil that diverted attention from educational activities, and a lack of long-range planning and institutional research.

Since 1988, four special teams tor is concerned with Southeasfrom the regional group have retern's theological stance. Says is my intention, regardless of viewed the campus to investigate the turmoil there. Another will visit the seminary next month for its 10year review. The theological group made a special visit in 1988, required four special reports during the last two years, and last month

visited for its 10-year review. Despite the frequent oversight. trustees, administrators, and professors sympathetic to Southeastern's new focus question how much the accreditors really understand about seminaries. They ask whether the standards used-particularly by the regional groupare appropriate for assessing a seminary with a strong denominational tie and a limited view of aca-

Says Roger W. Ellsworth, chairman of Southeastern's governing board: "I can't say I'm convinced that the Southern Association really understands theological education within a confessional setting."

He and the seminary's administrators are frustrated that the regional group has cited trustees for their involvement in faculty searches, which the agency says should be the primary responsibility of the faculty.

Comparison With Westminster

academic affairs, believes such concerns apply to public universities, where trustees appointed for political reasons could potentially corrupt the faculty hiring process. But at Southeastern, he says, "these people are chosen as representatives of the [Southern Baptist] Convention from a doctrinal standpoint." As such, he says "dealing with the internal life of the institution is exactly what trustees in a seminary like this are commissioned by their elected body to

live in a world that recognizes cer- wanted to attract more students, its governing board, even though Westminster protested to the Education Department, and Middle faculty can be," States backed down.

Officials of the Southern Association, however, don't plan to back down at Southeastern, James T. Rogers, executive director of the Southern Association's commission on colleges, bristles at the suggestion that his group is unqualified to assess the seminary. He notes that Southeastern solicited the accrediting agency for recognition, not the other way around. "They have to decide: Do they want to

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that decision when they decided to

The regional group requires in-

stitutions to adopt an academic-

freedom statement appropriate to

its mission, along with due-process

procedures. The theological group

recommends but does not require

such a statement. Neither accredi-

come under our umbrella."

Many professors here say to he asks. "Apparently they made

Trustees here met the regoragency's academic-freedom it quirement by approving a do: ment. But professors say that eve unient does nothing to remove: tle pressures that threat academic freedom. They point: speech made last year by Leve! Drummond, the seminary's it ing president, in which he said:

Daniel O. Aleshire, associate / established in this institution as rapidly as possible." Many professors here saw that as the start of a witch hunt in which administrators would test the faith

Many professors here say its trustees weren't worned ah those implications. "While or wardly paying lip service to the creditors, they were really seed to do things their own way," 2 Robert H. Culpepper, a theolog professor who heads an Amen. Association of University Prode sors chapter here. He plans to a tire in December.

rector of the Association of It. logical Schools: "If an institut. wants to position itself different theologically, that can be done He adds, "Changing is not a prolem, but the implications on the

Personal & Profession

Subtle Pressure on Freedom

service is all the seminary has p. to issues of academic freedom.

\$3-Million Lawsuit by Professor

Jury to Decide

A new statement of purpose adopt-

Professors say trustees have

questioned them and prospective

faculty members about their views

on inerrancy. Faculty candidates

includes language on inerrancy.

DAVIS, CAL A jury will be asked in May to decide a \$3-million lawsuit involving the University of California System and two biochemists on its Davis campus.

The jury will have to weigh the following: Is the dispute the result of a romantic relationship gone sour, or sexual harassment? Does it involve a research finding that was stolen, or one that never existed? And was an employee who was fired punished for her achievements, or for insubordination?

The case involves Ida K. Yu, a former researcher at Davis who in 1989 sucd the university and Roy H. Doi, a biochemist and director of the laboratory where she worked. Ms. Yu was fired in 1989.

Ms. Yu, who is seeking more than \$3-million in damages and a full-time position as a biochemistry researcher, turned down a recent offer by the university to settle the case for around \$260,000.

Lawyers for the university and Mr. Doi said the offer was aimed at avoiding higher litigation costs and not an admission of wrongdoing.

Dispute Over a Gene

Both Ms. Yu and Mr. Doi have acknowledged they had a sexual relationship during her six-year employment. Mr. Doi claims it was consensual: Ms. Yu says she submitted to him to safeguard her job. Ms. Yu further claims that she discovered a gene that digests celwose. Her lawsuit contends that Mr. Doi wanted to take credit for

that research and collect on royalties that would have resulted from a patent on it. It also claims that she was fired because she refused to have outsiders review her work until the university's patent office approved the review.

Lawyers for the university and Mr. Doi say Ms. Yu's research resilled in a bogus finding and that she was fired for insubordination. "She claims she has a unique discovery which our experts prove does not exist," says David L. Perault, Mr. Doi's lawyer.

The university recently released its patent rights to Ms. Yu's alleged liscovery. They now belong to the National Science Foundation. which supported the research.

-COURTNEY LEATHERMAN

to see that theological integrity is head of an ax falls into the Jordan River and floats.

Three months after Mr. Drummond's speech, a dozen professors covenant with the institution." announced plans to resign or retire. Among them was C. Michael Hawn, a professor of church music who worries that trustees will get Southeastern has always required professors to sign a stateaway with purging the institution ment of faith. But it does not menwhile retaining accreditation. "I tion biblical inerrancy, and professors say it was broadly interpreted. any institution that lays down the gauntlet like that and over 50 per ed by trustees last week, however, cent of the faculty leave," he says.

Professors in the Paddock

Administrators insist professors here have academic freedomwithin certain parameters. Mr. have been asked, for example, Drummond likens the statement of whether they believe literally an faith to a horse paddock. "He can regional teams that visited South- Catholic's accreditation. Old Testament passage where the roam all over the paddock and eat castern, says the accreditors have

as much grass as he wants," he gradually pressured the seminary face some similar issues when it resays, "When he jumps over the to meet standards. But, he adds,

The seminary has never punished a professor for jumping the that's not part of the criteria." fence, however. As a result, there has not been a specific, documentable case of standards' being broken-the kinds of things accredidon't see how they can accredit tors look for. Accreditors can't do much about complaints of academat that point," he says.

fence, that's when he's broken has "it would be inappropriate for the accrediting body to push to go fur-year. ther on ideological grounds, when

Another Case Next Year Some critics believe the accreditors have sometimes gone easy on academic-freedom violations when they involve theological issues at ic-freedom violations that are religious institutions. Some point based on an institution's general to Middle States' handling of the climate, says William V. Arnold, a Catholic University of America, professor of pastoral counseling at which prohibited a tenured profes-Union Theological Seminary in sor from teaching theology be-Virginia. "We're really hamstrung cause of his controversial views. Middle States found no violation of Mr. Arnold, who served on two academic freedom, and reaffirmed

The Southern Association will

views the Southern Baptist Theological Seminary in Louisville next

At Southeastern, some believe these issues are better left to Godand the Southern Baptist Convention to judge. In fact, some trustees have considered abandoning both accreditors and forming a group that would specifically accredit Southern Baptist Seminaries.

David L. Mansberger, a former student leader who graduated with a Master's of Divinity degree in May, doesn't like that idea.

"I wouldn't have gone to Southeastern if it hadn't been accredited by the regional group." he says. "1 think the accrediting agencies are important. They have the concerns of the students in mind."

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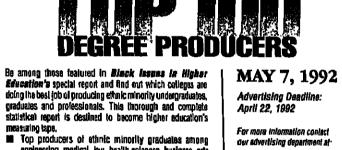
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L. Russ Bush, vice-president for

Mr. Bush compares Southeastern's difficulties to problems that Westminster Theological Seminary had with the Middle States Association of Colleges and Schools. That agency cited Westminster for not having women on

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ANKER PUBLISHING COMPANY, IN

Higher education will need new criteria to measure the success of the electronic library, according to Barbara von Wahlde. director of libraries at the State University of New York at Buffalo

"Today most measures of library effectiveness are quantitative, based on size of collections, number of periodical subscriptions, and so on." Ms. von Wahlde told representatives of libraries and academic computing centers at a conference in Washington this month. The measure of success for electronic libraries should be access, she said, rather than ownership.

"Performance measures in a networked environment might include case of use, down time, response time on the network, turnaround time for document delivery. availability, accuracy, and usefulness of the information," Ms. von Wahlde said.

If libraries want to use quantitative measures, she suggested, they might ask: "How many microcomputers are in the library? How many data bases are connected? What are the uses of the microcomputers: Do they go beyond word processing?'

To help finance their services. Ms. von Wahlde proposed that electronic libraries take a page from the fund raisers' book.

"There are a few libraries that have gone to donors and asked them to support data-base access," she said. When a user calls up the data base, "a message appears on the screen saying 'This data base brought to you courtesy of Mr. and Mrs. John Paul Jones.'

She said, "I think that is a very innovative approach, and we should be doing more of it."

Although no one knows for sure, probably fewer than 250 computers suffered damage from the computer virus "Michelangelo," says Richard G Lefkon, president of the Antivirus Methods Congress, which keeps track of viruses worldwide. "Michelangelo" was programmed to wipe out information on certain types of computers on March 6, the

Because of widespread publicity about the virus, institutions took using anti-virus programs and scanners. "People did make a big effort. Damage could have been done. No doubt, some damage was averted," says Mr. Lefkon, who is an assistant professor with New York University's Information Technology Institute.

However, he suggests, people responded to media hype, rather than to the potency of the virus, in dealing with "Michelangelo." "The economic loss due to panic purchases of anti-virus programs and the time wasted were substantially larger than the data losses that would have been sustained from this currently rare virus," he says.

Information Technology



Michael S. Ali, of Rensselaer Polytechnic Institute: Eventually, his robotic hand will be operated by a "glove" that senses movements. "The idea is that you can program this with your mind."

Giving Natural Movement to a Robotic Hand

Researchers are developing it for use in places that are unsafe for humans, such as nuclear-power plants and underwater sites

By DAVID L. WILSON

Rensseluer Polytechnic Institute has carefully places a mechanical hand of laboratory table and hooks up some wife to a portable computer. The hand is at impressive. In fact, it looks as thought could have been cobbled together from child's Erector set.

But when Mr. Ali types a few com on the keyboard, the hand is sudden transformed. The fingers and the smoothly and quickly gather to formation A moment later, the fist vanishes as the hand flexes. The movements are repair over and over as the computer sends a ries of commands to the small motors of trolling the hand.

Eventually, says Mr. Ali, the computer

ator wearing a mass of wires and electronic components called a "glove," which senses hand movements. The robotic hand will copy those movements perfectly.

While there are several types of robotic hands now on the market, says Mr. Ali, this one is unusual because it comes close to duplicating the structure and movements of a real human hand. In fact, one of the hand's designers dissected hands of cadavers to find out exactly how the human hand was constructed.

Unlike other robotic hands, this anthropomorphic model can be operated using the special glove without consciously modifying natural hand movements. "The idea here is that you can program this with your mind," says Mr. Ali.

Aim Is for Remote Operation

The hand is being developed at the New York State Center for Advanced Technology in Automation and Robotics at Rensscher for use in places that are unsafe for humans, such as nuclear-power plants and underwater sites. One day, if the center's research is successful, people using a glove will be able to operate the hand from miles away, says Mr. Ali.

The robot, modeled on the hand of an average male recruit in the U.S. Army, is mounted on a structure the size of a shoebox that houses motors, controllers, and electronic circuitry. Cables surrounded by protective, spring-like sheaths run from the motors at the base of the structure to the fingers, much as the tendons in a human hand feed into muscles in the foreurm. The cables control the movements of the hand somewhat as brake cables on a bicycle control the two brake pads. The base of the hand—the shoebox—is designed to be mounted on a robotic arm.

The original robotic hand was built by Charles D. Engler for his master's thesis at Lehigh University. Mr. Ali met Mr. Engler in 1988, when both were working on robotics applications at the National Acronaulics and Space Administration's Goddard Space Center in Maryland. The two became collaborators to improve the hand. "Chuck became responsible for the mechanical design, and I became responsible for software, electronics, and controls," Mr. Ali says.

Mr. Engler, who is still a mechanical engineer at Goddard, says three more-sophisticated versions of the hand have been built since his days at Lehigh. The lefthanded model is with Mr. Ali at Rensseher. A right-handed model remains with Mr. Engler at Goddard, and a second righthanded model is being tested at the Johns Hopkins University by Nitish V. Thakor, an associate professor of biomedical eng , neering.

Working Switches in a Nuclear Plant

Mr. Thakor says he is exploring techniques to help disabled people control the robotic hand by muscle movements. "Because it is multi-fingered, and all the various fingers can work independently, this hand could conceivably do things for a per-³⁰⁰ with a handicap like allow them to type on a computer," he says.

Mr. Engler continues to work on the hand, "I want to make it more robust, to Put a more resilient, skin-like surface on it, and to make the fingers and thumb more cylindrical." he says.

To be useful in a dangerous environ-

ment, the robotic hand must be able to use controls designed for human beings. In a nuclear-power plant, for example, where radiation limits the amount of time a person can remain in certain places, a robot that could flip switches designed for a normal hand would be invaluable. At Goddard, Mr. Ali says, designs for the proposed space station included special gripping plates, called "H plates," that a robot with a primitive grasping device could use to open doors, move equipment, and operate controls, "That was practical in that instance because they were designing the space station from scratch," says Mr. Ali. "You can't go putting H plates all over your nuclear-power plant. It's not realis-

Robotic hands would also be useful for working with electricity. Some repairs on high-power lines in Japan are already done with robots operated by remote control, Mr. Ali says.

The computer program to control the robotic hand is relatively simple. Since the movements of the hand coincide precisely with the movements of the operator wearing the glove, Mr. Ali says, no extensive modification of the transmission signals is necessary. Mr. Engler says: "The machine

Continued on Following Page

Its IBM Aid Gone, Software Consortium at U. of Wisconsin Says It Will Close Wise-Ware, a non-profit software distributor at the University of Wisconsin at Wisc

Madison, is about to go out of business.

The company, a consortium of about 200 higher-education institutions established in 1986, distributes over 300 instructional software programs for personal computers manufactured by the International Business Machines Corporation and for compatible machines, often called "clones." Most of the programs were developed by professors.

Wisc-Ware will continue to accept orders for its products through April 15.

18M, which has provided Wise-Ware with nearly \$900,000 since it started, declined to renew its contract this year, foreing the company to close. The two companies disagreed over staffing and financial

Bob Hausmann, iBM's manager of community and junior colleges, says his company is re-evaluating its support for several programs aimed at higher education. For instance, he says, this is the last year the manufacturer will support the Academic Software Library, a distributor located at North Carolina State University, Unlike Wise-Ware, however, the software library plans to remain in business.

Ware

Mr. Hausmann says IBM likes the software the library is publishing, but the program concentrates on too few disciplines to meet the computer manufacturer's corporate goals. "There are 700,000 faculty out there," says Mr. Hausmann, "We need to reach as many as possible."

Wisc-Ware was important to the academic community, said Kathi J. Dwelle, assistant director of the university's academic-computing center and manager of Wisc-Ware, because it was one of only a few companies that would help academics distribute products to markets that did not interest commercial software publishers because they were too small to be profit-

'We Couldn't Come to Terms'

Wisc-Ware will refund substantial portions of its annual dues to consortium members and give software authors the option of having warehoused copies of their programs and supporting materials returned. The authors will have to pay shipping costs. Otherwise, said Ms. Dwelle, the programs will be destroyed.

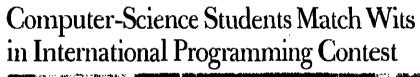
Ms. Dwelle said no thought had been given to seeking other financial support or to distributing a list of authors so that academics can still obtain the pro-

Ms. Dwelle acknowledged that financial matters were the primary problem in dealing with 1BM. "Basically, we couldn't come to terms on a budget," she said.

Ms. Dwelle said that 1BM had asked Wise-Ware to improve its product evaluation and provide better documentation for its programs. In the past, she said, Wisc-Ware merely tested the software to make sure that it worked.

"We didn't really make an attempt to evaluate the effectiveness of the software from a teaching perspective," she said. As a result, she said, some of the 341 programs currently offered by Wisc-Ware were good and some of them were "not so good."

"We completely agreed with IRM's suggestions," she said, but Wisc-Ware's management team told the computer manufacturer that more money would be needed to carry them out. -DAVID L. WILSON





Teams of students from 30 colleges and universities competed in the Association for Computing Machinery's annual programming contest.

It looked a little like a Mardi Gras party grams that were rejected by the judges. that had carried over from Fat Tuesday, with gaily colored balloons tethered about

But for college students participating in the programming contest here at the Association for Computing Machinery's annual meeting, this was no party.

the room.

This was the final round of an annual international computer-programming competition, and the balloons told the audience which of the 30 teams of students from colleges and universities around the world had successfully solved which problems.

In the competition, three-member teams raced to write computer programs designed to address seven problems representative of those they might find in the real world. The problems could be solved

KANSAS CITY, MO. in any order. There were penalties for pro-

The team from Australia's University of Melbourne won the championship—the second time in the 16-year history of the competition that a team from an institution outside the United States had taken first place, Michigan State University was second, and Stanford University, last year's winner, was third. Teams from Canada, Hungary, the Netherlands, New Zealand. and Taiwan also competed in the finals.

\$25,000 in Scholarships

The contest attracted 600 teams, which were reduced to 30 in 12 regional contests during the year.

The contest is administered by the Association for Computing Machinery, a scien-Continued on Page A23

In a battle over statistical com-

puter programs, two professors who helped found competing soft-

ware companies are lobbing

charges of plagiarism. libel, and

Leland Wilkinson, president of

SYSTAT Inc., has charged that a ri-

val company misappropriated the

work of his company and others to

construct its software, made false

claims about its product, and un-

fairly denigrated SYSTAT's statisti-

Pawel Lewicki, a co-founder and

now a major stockholder of Stat-

Soft Inc., a commercial competi-

tor, says Mr. Wilkinson has been

slandering him and spreading false

Both companies produce soft-

ware used by statisticians to ana-

lyze data and plot graphs. StatSoft

sented by the top four teams.

the business world, people rarely

work alone. "Progress is made

At the start of the finals, the

leams got their first look at the sev-

en contest problems, which ranged

was the only one that none of the

leams solved—to the common—

connecting a series of computers

Other problems included writing

programs that would evaluate sim-

position with a radio direction find-

a, help entomologists keep track

of moth-eradication efforts, play a

simple game called Othello, and

determine which buildings in a city

are visible in a southern elevation.

with the least amount of cable.

through teamwork.

information about his company.

cal package in advertising.

false advertising at each other.

The Learning Society: Don't Mess with Me!

By Bernard R. Gifford, Ph.D. Apple Computer, Inc.

I recently spent a morning at the lab School of Washington, a school in the nation's capital that for a quarter-century has been serving children whose learning disabilities have impeded their academic success in regular classrooms. I had met teacher Paul Kaiser several months earlier at the Smithsonian Institution, where he'd received an award for his innovative use of multimedia technology with these children. I was eager to meet his

students and hear more about their work. "I'd been telling folktales to our kids forever," explained Paul. I couldn't help smiling at the "forever," because Paul looks about 20 years younger than ine, but in fact he has spent nearly a decade teaching at the

"Usually half the class would be enthralled," he continued. "But the other half would be fidgeting, fooling around, completely lost. They didn't have the language skills. And they couldn't sustain their attention."

But Paul was unwilling to give up on storytelling, "In special ed," he said, "we spend a lot of time doing remedial work. We're so busy fixing problems with reading and writing and sequencing that we often deny kids the opportunity to learn content. Ten-year-olds reading a pre-kindergatten primer aren't exploring the things they have on their minds; they're not experiencing a complex story."

So when conventional storytelling failed to reach them, Paul spent a lot of time watching kids play. He was especially taken with how they play

"If you get right up cluse—nose to nose—with kids who are playing with small figures," Paul explained, "you're struck by their narrative talent. They build complex stories with multiple voices and a shifting viewpoint. They create entire worlds. But the world vanishes before anyone else has a chance to enter it. And the story vanishes before anyone else gets a chance

By taking advantage of the multimedia capabilhies of the Macintosh computer, Paul set out to capture the experience of solitary play in a form that commands an audience. The kids would create stories by playing with toy figures and props on a tabletop of in a sandray. After weeks or months of play, they would begin photographing these scenes with a digital video carners, creating images that could be stored in a computer and displayed

Often, the kids create their figures the old-fashioned way—with clay. "Computers are powerful tools," said Paul, "but the technology of clay can be just as powerful." As the kids play with their figures, the digital video camera captures the action. The resulting sequence of images is known as "claymation"-and it comes very close to showing the child's perspective of creating a three-dimensional fantasy world.

Some of Paul's students have become quite expert at using the computer's mouse to help them illustrate their stories directly on the screen. Others-especially younger children-work with crayons on paper. Then they use a scanner to translate their pictures into on-screen images. After they've completed the images, Paul's students add text, existing illustrations or photos, animation, voice-overs, and other sound effects. The results are

During my visit, Paul introduced me to Ian Zearley, the shy ten-yearold author of The Castle of Doom, which combines photos of real-life scenes, clay figures, and toys to tell a marvelous tale. It begins with pictures of Ian building the set and moves to Ian's home, incorporating photographs

"I think I'm going to take a walk. No, I'll take a ride in a truck," says the recorded narration-lan's own voice. And a miniature truck appears against the backdrop of a real street, photographed near the school. "Ian worked hard to get the scale right," said Paul. Next we see the world from the truck's interior, through the windshield. Then we end up in a desentscenes shot in a sandtray.

'Here something wierd happens," says Ian the narrator, in an aside worthy of the most sophisticated modernist flction. "I'm not just myself anymore. I'm my story character." We follow Ian's character through a sandstorm, a forest, and a castle. He cludes a menacing dragon. He falls to ily : ucs away. And iinally. about to be stain by an evi knight, he wards off danger with the exclamation: "Don't mess with me!"

With that, Jan's story character breaks free. He befriends the dragon, catches a ride home, and emerges from his fantasy-not as a story character. but as a more forceful lan-with a rousing "I'm home. Yahoo!" I wanted to shout Yahoo/ right along with him, to celebrate this tale of empowement and Ian's lov at overcoming obstacles.

The Castle of Doom is just one of many wonderful projects Paul's students showed me. Each reflected months, and sometimes years, of work. lan's book was two years in the making.

I wondered whether some of the children found electronic authorship tedious. "There's some frustration," Paul said. "The process is not as fast as we'd like. But pedagogically speaking, there are advantages. The kids are forced to dwell on their stories, and as they do so, the stories deepen. Transitory thought can be made profound."

Taking this pedagogic wisdom to heart, I've decided to dwell on my story-so I'll tell you more about Paul's kids in my next column.

LIBRARIES

- Interactive videodisk to teach students library-research skille
- Instructional-software collection lets professors test programs
- High-school students use fax machines to request material
- Magnetic tape will make Texas data available to researchers

Beginning next month, freshmen at York College of the City University of New York will learn about library research from an interactive videodisk on a library workstation.

The new disk, "In the Library . . Getting Started on Library and Research Skills," is designed to help students in the social sciences and humanities understand how to use library collections for research assignments.

"Students use the library for study but not for research, because they don't understand anything," says Joan Baum, a professor of English, who developed the multimedia videodisk with a colleague. "Teaching library skills has been done with handbills. Teachers tell students, 'Read that and do it,' but

the information never takes root." The program, which takes about an hour in this test version, shows six faculty members making research assignments in different disciplines and students learning how to use books, periodicals, and electronic media to find information. When they have completed the program, students can print out all the instructions.

So the scenes would not look contrived, says Ms. Baum, "we videotaped real teachers handing out research assignments and real students making decisions about using scholarly resources."

Although she is pleased with the instructional disk, Ms. Baum concedes that "it wouldn't go in Holly-

"We are taking one of the dullest and most intractable of subjects and trying to give it life."

She adds: "The videodisk will be a success if teachers tell us that students who use it do bibliographies that look better and reflect the latest and best in the subject."

For more information, contact Ms. Baum, York College of the City University of New York, Jamaica, N.Y. 11451; (718) 262-2470; BAGYC@CUNYVM.BITNET.

At Michigan State University, faculty members can borrow computer programs from the library's instructional-software collection and try them out before buying their own copies.

erence collection with reviews of tum leap in efficiency." software and articles on copyright, and a file of 100 catalogues from vendors.

Faculty members can use the li-

download to their own disks. "A lot of faculty get computers and have to start doing something but they have no budgets," she says. "These are simple programs they can have for free." For more information, contact Ms. Lucas, Main Library, Michi-

gan State University, East Lansing, Mich, 48824; (517) 355-1840; 20676NAL@MSU.BITNET. Emory & Henry College is using facsimile machines to

make the reference services of its library available to highschool students in surrounding communities. College librarians get requests for material from periodicals by fax from students, who are usually

writing papers for English and history classes. The librarians send back photocopies of the materials, also by fax. "The high schools don't have good library resources, and a lot of our new students are not prepared to deal with a large library," says Thelma J. Hutchins, the library di-

rector, who started the fascimile

were interested in bridging the gap between high school and college." Ms. Hutchins says the fax re- Ms. Houdley, Texas A&M Vic quests come in batches. "We get sity, College Station, Tex. M 50 to 60 one day, and then we can 5000; (409) 845-8111; xam go two or three weeks without get- IAMBM1. -- BEVERLY T. WAR ting any requests. Schools assign

The service, which started with 7 Briefly Noted high schools, has grown to include about 15, says Ms. Hutchins. She has agreed to give Stanford says the librarians fax about 500 versity access to its on-line

For more information, contact for borrowing privileges for the arcane—designing tables Ms. Hutchins, Emory & Henry ulty and academic-staff members for a relational data base, which College, Emory, Va. 24327; (703) and graduate students at 32 944-4121, ext. 3212.

To make state records more ices, a division of the American available to researchers, Texas brary Association, has estable A&M University has undertakthe Electronic Publishing Distribution publishing Distribution of the Electronic Publ en a project to create a magnetic sion Group to work on stand tape of bibliographic records for electronic formats.

has compact disks with free soft- for Texas State documents, ware, which faculty members can the computer tape, librarians, be able to put the records on l. on-line public catalogs.

Since 1976 the Texas State brary has cataloged over 102 documents and put the information on oct.c. the network of the fr Computer Library Center, Force project, called "Documents to People," librarians will eur. document information from: network and develop a comm program so other libraries make the information easily as

"Most libraries on indivi campuses have not taken ald Hoadley, the university's Eu director, who is overseting to project. "You have a few saw. who use ocle, but other far and students will not pick upor documents if they are in a sep-

During the one-year says Ms. Hoadley, librarians prepare a guide to procedure loading computer tapes w: process will be easier for old braries.

service about two years ago. "We part by a \$75,000 grant from Summerlee Foundation in Da For more information, or

The project is being support

■ The University of Calife hase, MELVYI. MEDLINE, IN ford's library.

■ The Association for L Collections and Technical St.

Creating a Sophisticated Robotic Hand

Continued From Preceding Page The collection, which the library can run very fust, because you manages jointly with the academic don't need a lot of computer code computing center, has about 640 to translate your movements into programs and more than 100 video-disks. In addition, it includes a ref-stand. We're talking about a quan-

Broader Range of Movement

Peter K. Allen, an associate pro-Faculty members can use the library's computer room to run a program or check it out for three days, says Nancy Lucas, a reference librarian who oversees the software collection. "We've always had a try-before-you-buy philosophy," she says.

Ms. Lucas says the collection

Faculty members can use the librarian associate professor of computer science at Columbia University, says the hand developed by Mr. Engler and Mr. Ali and Mr. Engler and Mr. Ali says he hopes the hand ask the judges for clarification of problems, submit solutions, enable people to explore, and study objects that users and physics. "It makes our victory and physics. "It makes our victory all the sweeter," laughed Mr. Simmons.

But, he said, both he and Mr. Dillon will be studying computer types of robotic hand on the market today. Those include one with three fingers and one with four fingers and one with four fingers and one with four fingers and the software needed to be a company called the sweeter, and physics. "It makes our victory and physics." It makes our victory and physics. "It makes our victory using "Pascal."

Wr. Ali and Mr. Engler hand the sweeter, laughed Mr. Simmons.

But, he said, both he and Mr. Dillon will be studying computer today. Those include one with three fingers and one with four fingers and fingers and fingers and physics.

Mr. Ali and Mr. Engler hand fingers and physics. "It Ms. Lucas says the collection gers and a thumb.

But, says Mr. Allen, the But, says Mr. Alicii, in of set Color-Coded Balloons functioning. "It's a serious be desktop computer, which was

have been inaccessible.

a Feud Over Competing Programs Gets Ugly makes a package called "css: Sta- pamphlet, but reiterating his main tistica," and systat offers a pack-

age also called "systat," Mr. Wilkinson, an adjunct professor of statistics at Northwestern University, took the battle public late last year by mailing to statisticians copies of a 25-page pamphlet he wrote called "The Truth About StatSoft and css: Statistica," in which he laid out his allegations.

A 46-Page Rebuttal

The War of the Statistical-Software Companies:

Representatives of StatSoft immediately issued a 46-page rebuttal, flatly denying charges of plagiarism and false advertising and arguing that Mr. Wilkinson's pamphlet contained many misrepresentations. It was also, StatSoft said, full of errors.

Mr. Wilkinson countered with a six-page reply, acknowledging and correcting several errors in his

already available," says [rest] Computer-Science Students Match Wits in International Programming Contest minute penalty, so offering no solu-Continued From Page A21

tific and educational society for tion was frequently better than computer professionals. The finals turning in a wrong one. were sponsored by AT&T Easylink Once the judges decided that a Services, an organization that supteam's proposed solution was acplies electronic mail to its customceptable, a helium-filled halloon ers. The company provided was tied to the team's station. The \$25,000 in scholarships, which color of the balloon represented went to the top seven teams, and the problem that was solved. four notebook computers, which The balloons were a recent addiwent to the institutions repre-

tion to the competition, to give spectators a more dramatic way of The competition is designed to keeping track of the contestants' progress. "Otherwise, it's just a recognize good programmers, said William B. Poucher, a professor of bunch of people typing," said Mr. computer science at Baylor Uni-Poucher. "It's pretty boring to versity and the contest's director. watch that for five hours." It forces students to work as teams. "Our school system is set up to **Breaking the Tension** build gun slingers," he said. But in

More-detailed reports on the progress of the teams were available from computer monitors set up outside the competition area.

Despite the frenzied air, team members frequently stopped working. Throughout the event, programmers suddenly stood up from the keyboard and wandered about with glazed expressions, only to race back and begin typing frantically. Some students broke the tension by juggling.

Last year, Mr. Poucher said, a student tried to get a pizza delivered during the contest. "The judges ate it," he said. "They paid for it," he added hastily.

Corporate sponsorship for the event has been relatively easy to obtain, said Mr. Poucher, because of a dearth of graduates qualified as computer analysts. "This event is designed to reward those studying does not have any killed the same worked on its own designed to reward those stute to tell the operator how the same worked on its own computer science," he said.

As it happened, none of the three functioning. "It's a serior the says.

Mr. Ali acknowledges the says and the says.

Mr. Ali acknowledges the says are the says and the says are the says and the says are the Restricted a bit, so that its users and physics. "It makes our victory

points. He accused StatSoft of evoiding or deliberately misstating not want others to know that they his contentions

Mr. Wilkinson's main point, he says, is that the procedures used in "CSS" are applied to problems incorrectly. That is evidence, he contends, that those who developed the program are not experts in statistical science. "Those people have no training, no teaching experience, and no publications in statistics," he says.

Mr. Wilkinson offered to provide the names and backgrounds of those who helped design his company's package, pointing out that StatSoft has refused to do the same thing. Individuals who are known to have helped design StatSoft's package, he says, are not recognized in the statistical field.

Mr. Lewicki, a professor of psy-

says that StatSoft, like some other software developers, had agreed to keen confidential the names of those who helped develop its software. "Many of the people involved in software development do

are making money on their expertise," he says. Mr. Lewicki acknowledges that while he is not a professional statistician, his company's program, based on his ideas, was written by professional computer programmers working with statisticians. "That's the way things are done

'Bugs' in Both Programs

today," he says.

A report prepared by a member of the Statistical Consulting Centre at the University of Melbourne, Australia, who evaluated the statistical packages produced by the two companies, found that both programs made errors—in the vernacular, they had "bugs"-but concluded that that was "to be ex- be a lawsnit.

chology at the University of Tulsa. pected in statistical software of this

The report, which contained some negative comments about SYSIAT'S package, found that "some statistical concepts seem to have been completely misunderstood and misapplied in 'ess: Statistica." "

Mr. Lewicki says the evaluation of his company's product was inaccurate because the "css" package used was an old version, not the latest software. He says the report was paid for by an Australian software company that had been told by StatSoft that it could not continue to offer both statistical packages, only one or the other. Mr. Lewicki says the report was not prepared until after the company stopped carrying "css."

Mr. Wilkinson says he made his point and would be content to let the matter rest. But Mr. Lewicki says StatSoft wants a retraction of Mr. Wilkinson's charges. If it is not forthcoming, he says, there could

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NEW COMPUTER SOFTWARE

The following list of computer software has been compiled from information provided by the publishers or by companies marketing the programs. Prices are subject to change without notice. For information about specific applications and hardware requirements, contact the companies directly.

COMPUTER PROGRAMS

Blology, "The Chemical Synapse Tuto-rial," for Apple Macintosh, Requires "HyperCard." Tutorial introduce students to chemical synupses, pre-synuptic and quantal theory, postsyn-aptic cell, excitatory vs. inhibitory synapses, presynaptic and postsynap-tic inhibition, and facilitation; \$29; quantity discounts available. Contact: Intellimation, Department (JAPO, Box 1530, Santa Barbara, Cal. 93116-1530; (800) 346-8355 or (805) 685-2100.

Business. "Advanced Business Decisions Using Lotus 1-2-3, Release 2.3." for the PC and compatibles. Lets stu-dents explore the advanced financial capabilities of "Lotus 1-2-3" for busicapabilities of "1.0tus 1-2-3" for business decisions; includes a student texthook; \$50. Contact: Addison-Wesley Publishing Company, One Jacob Way, Reading, Mass. 01867; (617) 944-3700. Business. "Solving Classic Business Problems: An Introduction to Lotus 1-22 March 2018 for the contact of the contact of

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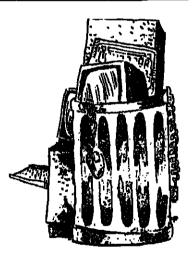
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Ways& Mearis

A group that represents House Republicans has written the presidents of about 60 major research universities, calling on academe not to transfer "technology critical to our economic growth to competing nations intent on capturing American markets.'

The letter, from the House Republican Research Committee. also asks the presidents what their institutions' policies are on sharing technology with foreign entities that have given them money.

"We are most concerned about the role American institutions of higher learning are playing in the ever-increasing transfer of U.S. technology to foreign-owned corporations," the letter adds.

One House Republican aide said the committee was disturbed by reports that universities, after building up their research capabilities through years of federal support, were refusing to share with American companies the results of research supported by foreign

The committee conducts research for Republican members of the House.

A report is expected soon from the General Accounting Office, the investigative arm of Congress, on the transfer of technology from American universities to foreign companies, a committee aide said. The committee's letter is an additional attempt to collect information and could be followed by a hearing on the issue, the aide

If some students go to college in Vermont because they love skiing, that's fine with Gov. Howard Dean. In fact, the Governor is even encouraging them, with a new recruiting poster that combines classic images of higher education and skiing.

The poster features a student reading at her desk, which has a computer on it. The backdrop is not a dorm room, but a field of moguls on a steep ski slope, and her colorful ski equipment is prominently featured.

The poster reads, "Vermont: It's a great location for an education. Want to make tracks in your field of choice? Look into Vermont." The poster also lists the names of 23 public and private colleges and universities in the state.

Governor Dean displayed the poster at a recent press conference. Questioned on the poster's goals, he said there was nothing wrong with a recruitment drive aimed at out-ofstate students "who have the money to come ski." Said Governor Dean: "I don't make any apologies for trying to market the products of Vermont, whether it's intellectual products or manufacturing

He said higher education is the fourth-largest industry in the state, and the campaign could help institutions by attracting students who can sustain the colleges.

Government & Politics



Dolores E. Cross of Chicago State U.: With the abolition of the awards, will minority students "take the trouble to apply for financial aid?"



pronouncement of a little over a year ago. No discrimination period."

U.S. Proposal to Bar Minority Scholarships Draws Heavily Negative Response From Academe

By SCOTT JASCHIK

Education Secretary Lamar Alexander's proposed rules to bar most minority scholarships appear to satisfy very few

Last week was the deadline for the public to comment on the proposed regulations. Of the 111 responses (excluding those submitted as part of a high-school class assignment) only 14 endorsed the Secretary's plan.

A total of 74 groups and individuals wrote to say that colleges should be allowed to restrict some scholarships to members of certain ethnic or racial groups. An additional 19 responses criticized Mr. Alexander for not going far enough to eliminate minority scholarships, and 4 took no clear position on the regulations.

Impassioned Debate

Debate about the issue continued to be impassioned. Supporters of minority scholarships wrote that abolishing the awards would discourage black and Hispanic students from going to college. Dolores E. Cross, president of Chicago State University, wrote: "It is true that many minority students would qualify for scholarships on the basis of need. However, after reading about the proposed elimination of minority-targeted scholarships, will those students take the trouble to apply for financial aid? Or for admission to col-

Critics of minority scholarships argued that the awards violated federal anti-bias laws and actually hurt minority students. Robert E. Kribel, vice-president for academic affairs at Jacksonville State University, wrote: "It is counterproductive to implement financial aid policies which focus

on racial or ethnic differences. Much of the intolerance on campuses today is the result of ill-conceived programs which grant ex-

A South Carolina college's decision to drop scholarships limited to blacks has. stirred sharp debate on the campus: A26.

clusive privileges to special groups of stu-

Secretary Alexander said he would use the responses to help him decide whether

to enact his proposed regulations. He issued a statement last week saying there was no timetable for his final decision.

'We Have a Law to Enforce'

Although most of those who responded to his proposal criticized it, Mr. Alexander again said his plan would help minority students while following the law. "We have a law to enforce, passed by Congress, which says that a college receiving federal funds can't discriminate based on race, color, Continued on Following Page

U.S. Says Some Foreign 'Contributions' to the SSC Will Be in the Form of Low-Cost Overseas Labor

By KIM A. McDONALD

The Department of Energy, under pressure from Congress to secure foreign contributions for the Superconducting Supercollider, expects to receive major assistance from four countries-Russia, India, China, and South Korea

But most of the help will not be in the form of cash or equipment that lawmakers had in mind to defray the cost of building the \$8.25-billion particle accelera-

Instead, agency officials said, the "contributions" will come mainly from the savines achieved by constructing sophisticated magnets and other technical hardware with low-cost overseas labor.

In addition, they added, much of the overseas work will be done by contracting work to foreign countries without receiving competitive bids from American com-

The department's plan was revealed

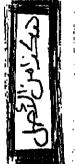
here at a scientific meeting on the supercollider by Joseph R. Cipriano, the project's manager, and other agency officials. Mr. Cipriano estimated that the agency would receive about \$400-million in assistance from the four countries.

But the disclosure of how the department is calculating its foreign contributions and its intent to award some foreign contracts without competitive bidding are certain to anger many lawmakers concerned about the loss of U.S. jobs to foreign competitors. It is also certain to renew opposition in Congress to the controversial

Many scientists and lawmakers say the supercollider, being built 35 miles south of Dallas, is essential to advancing U.S. technology and high-energy physics. Others are concerned that the high cost of building and operating the gigantic particle acceler-

Continued on Page A29





Winthrop College to Alter Program for Black Students

By SCOTT JASCHIK

The Education Department's proposed regulations to bar most fall accompli." minority scholarships would give colleges four years to eliminate the awards. But before the regulations are even final, at least one institution has changed a program that previously provided scholarships only to black students.

Winthrop College has announced that it will no longer offer its African-American Honor Awards, which have provided academically talented black students with scholarships worth half the value of tuition. Instead, the college will award President's Scholarships to students who would bring any kind of diversity to the campus, including minority students. American students from outside of South Carolina, and foreign students.

A Testing Ground

As it changes its scholarship program, Winthrop provides a testing ground for the many claims that have been made about minority scholarships since December 1990, when the Education Department set off a fracas with statements that most of the scholarships violated federal anti-bias laws.

Critics of the Education Department's position have said that abandoning minority scholarships would make minority students feel unwelcome and discourage many from applying to college. At Winthrop, black-student leaders are angry about the change. Says Jonathan I. Gayles, a graduate student who is president of the campus chapter of the NAACP: "What they've done is indicative of a school that doesn't have true concern for a multicultural student population.

Education Department officials and critics of minority scholarships, on the other hand, have said that colleges can find ways to continue to attract minority students, without offering race-exclusive scholarships. Some at Winthrop share that view.

Administrators at the college say they expect black enrollment to continue to rise; some white students say that eliminating the scholarships may improve race relations; and a few black students who have received the scholarships say the awards were not a decisive factor when they decided

Began 4 Years Ago

Winthrop started its black-scholarship program four years ago. Each year, academic standards are set as a qualification for the program. For example, the 39 black freshmen who received the scholarships last fall had to have a combined Scholastic Aptitude Test score of at least 850 and rank in the top third of their high-school class. (The scholarships are tenewable for students who perform well, and all of the black students who have been awarded scholarships as freshmen will be allowed to renew Merri H. MoBride: "The name African American does turn a lot of them throughout their education at students off. They don't see why we don't have white scholarships."

Winthrop, provided the students continue to do well academically.)

Jim Black, Winthrop's dean of admissions and records, says the college decided to change the scholarships to avoid later problems with the Education Department. "The thinking was to stay one step ahead. We see this as a

Mr. Black says black students will continue to receive many of the scholarships under the new program and continue to come to Winthrop-regardless of whether or not they receive special awards. He says the college has a higher proportion of black students-17 per cent of a total population of more than 5,000—than either Clemson University or the Univer-

The department's critics say that abandoning minority scholarships will discourage many black students from applying to college.

sity of South Carolina, the state's flagship institutions.

But Mr. Black adds that the change in the award program "will help us to do things our current scholarships won't do for us," parJonathan I. Gayles: "What they've done is indicative of a school that ticularly recruit students from out

Mr. Gayles of the campus NAACP level to go to college or the ecofinds it insulting that the college is watering down efforts to recruit black students in favor of attracting students from outside the state. "Historically, we have been ex- that which should go to a race of cluded from schools like Winthrop, students who have suffered beand we've been set behind because cause of their race, because they most of us weren't at the academic

Some black students say that changing the scholarship will lead nomic level to pay for college," Mr. Gayles says. fewer black students to enroll. When you throw us into a pot Rhonda K. Stephens, a sophomore labeled 'diversity,' it really dilutes majoring in elementary education, says she came to Winthrop in large part because of the scholarship, turning down Clemson and Hampton Universities and the University

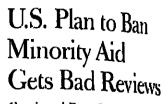
doesn't have true concern for a multicultural student population."

of South Carolina. She says the scholarship is important, both financially and symbolically. "Seeing that they were helping minority students, that was a plus for me," Ms. Stephens

'A Good Reputation'

But Allison M. Brooks, a sophomore business major, says she would have come to Winthrop even If she hadn't received the scholarship. "The school has a good reputation in terms of black students," Ms. Brooks says, explaining that the campus is smaller than the state's research universities and thus allows students to arships said Mr. Alexander's pro have closer contact with faculty

Ms. McBride says the change in the scholarship program should end up bringing students together. "Some minority students are upset about it, but a lot of them understand that if we're going to be more offered by the nearby Michigan equal, it's important to fall in line with the word diversity," she says. adding: "Here at Winthrop, I don't males would take the trigonome males would take the trigon consider anybody as black or etry, calculus, and chemistry class es. Students felt that there was no



Continued From Preceding Page or national origin," the statement said. "Our purpose in developing policy guidelines is to help clarify how colleges can use scholarships to create diversity on campuses and to help minority students without violating the federal anti-discrimination law."

Controversy Began in 1990

The controversy over minority scholarships has been raging since December 1990, when Michael L. Williams, the Assistant Secretary of Education for civil rights, declared that most such awards were illegal. When Mr. Alexander became Education Secretary last year, he said colleges could continue to offer minority scholarships while the department developed a policy on them. The department is sued a proposed version of the policy in December.

Under that proposal, colleges would generally be barred from using their own money to set up mi nority scholarships. The exceptions would be in cases where a college was operating under a court-ordered plan to remedy past discrimination or where a donor gave money to a college for the specific purpose of supporting mi nority scholarships.

The regulations would permit colleges to award "diversity schol-

"Much of the Intolerance on campuses today is the result of ill-conceived programs which grant

privileges to special groups of students."

arships" designed to attract

Mr. Alexander said that colleges,

by using diversity scholarships and

aid based on financial need, could

continue to attract minerity stu-

colleges that offer minority schol-

posed rules did not take into ac-

count the impact the change

tion Department's proposals could

'Very Perplexing Situation'

Bernard H. Uhlmann, a special

education coordinator at Saginay

High School, wrote of the positive

effects of minority scholarships of

the predominantly black student

Technological University "Not long ago, very few black

have in recruiting them. So

civil-rights law.

in their responses, officials of

range of different kinds of students to their cumpuses, but race or ethnicity could not be a requirement

Merri H. McBride, a senior who would have on minority students. is president of the Student Governand the difficulties that colleged ment Association, says that most the responses also said the Educawhite students applaud the decision to stop restricting the scholarhave dangerous ramifications for ship to black students, "The name African American does turn a lot of students off," she says. "They don't see why we don't have white scholarships."

body at his school. He cited awards

opportunity for them to go to col- counties with small minority popu-

lege, so why deal with the difficult lations. classes," he wrote, "That is changing. Now word is getting the National Women's Law Center back to the community that if a stu- on behalf of 40 women's groups, dent is willing to work hard, they said the proposed regulations can be successful at Michigan would violate the Civil Rights Res-Tech, and the money is available toration Act. The act states that for a student who is willing to try. Now the number of black males in these more difficult classes is increasing every year." The Rev. Msgr. James Barta.

president of Loras College, wrote that the proposed regulations left ing situation." The college is in a community that is 99 per cent white, but it has recruited minority students-in part by offering minority scholarships-in the belief that its students need to be exposed to those from other back-

The Iowa Student Aid Commission has been urging the college to continue efforts to recruit minority students, Monsignor Barta wrote, but the Education Department's proposed regulations would make that difficult.

Graduate Students Cited

D. Bruce Johnstone, chancellor York System, wrote that colleges would face a particularly difficult level, he said, there is "a virtual sea of financial aid" for needy stu- nority scholarships but under difdents, but because almost all grad- ferent names, such as diversity uate students are financially needy, colleges need to be able to direct limited resources to students

minority students. education, business, and law made similar points.

Several of those responding to the proposed regulations said the proposed rules would confuse civil-rights enforcement. A group of Sen. Paul Simon of Illinois, submitted a response stating that the proposed rules could lead colleges to discriminate against members of minority groups in the awarding of

The Senators cited the portion of it was legitimate for colleges to award aid based on financial need, tionate amount of aid going to minority students. Under the same providing aid only to students from suspect their accomplishments."

Another response, submitted by civil-rights laws apply to all of the funds used by an institution receiving federal funds. The National Women's Law Center argued in its response that the law would not allow for the distinction in the proposed regulations between funds his institution in a "very perplex- the college receives from a donor and funds it already has.

Those who wrote to the Educa-

"Word is getting back to the community that If a student is willing

to work hard, they can

at Michigan Tech."

be successful

tion Department arguing against minority scholarships also questioned the distinctions made in the of the State University of New proposed regulations. Charles A. Akemann, a professor of mathematics at the University of Califortime recruiting minority graduate nin at Los Angeles, predicted that students. At the undergraduate if the regulations were carried out. colleges would continue their mi-

scholarships. Wrote Mr. Akemann: "In short, 'race as one factor among many' they most want to attract, such as creates such a large loophole as to render the principles useless as a Officials of graduate schools of guide to policy. You had it right in your own pronouncement of a little over a year ago. No discrimination

period. Robert L. Pecotte, director of flnancial aid at Northern Michigan University, wrote: "Such scholar-20 Democratic Senators, led by ships will only create more hate and more racism on our campus-

Scholarships Criticized

Only one college president-William L. Proctor of Flagler College-wrote to the Education Dethe proposed regulations that said partment to criticize minority scholarships. Mr. Proctor wrote: "I suspect that my opinion will be even if the college knew that such a at odds with most of those expolicy would result in a dispropor- pressed by the academic community, but my experience in working with minority students leads me to principle, the Senators said, the conclude that they can and will Education Department would have achieve quite well, apart from any to allow colleges to have policies of provision of programs that make



Students demonstrate outside the Education Department to protest proposed regulations on minority scholarships.

He added: "In my judgment, it is not necessary to single them out on the basis of race, but simply to deal with their problems, talents, and aspirations as you would any other

The presidents of the following institutions wrote to the department, urging it to continue to allow minority scholarships: Albany State, Bryn Mawr, Central Piedmont Community, Loras, and Savannah State Colleges: Bowie State, DePauw, Dillard, Drake, Texas Woman's, Washington, and Winston-Salem State Universities; and the University of Montana.

Two organizations—the American Jewish Congress and the National Association of Scholarssent responses to the department

tions. Eleven organizations, some of them writing on behalf of coalitions, wrote to oppose the proposed regulations, arguing that minority scholarships are legal and

Groups Oppose Policy

Those groups were: the Association of American Medical Colleges, the American Council on Education, the American Library Association, Congreso de Latinos Unidos, the National Alliance of Black School Educators, the National Association of Independent Colleges and Universities, the National Association of State Universities and Land-Grant Colleges, the National Urban League, the National Women's Law Center, Mary Crystal Cage contributed to endorsing the proposed regula- the United States Commission on

Civil Rights, and the University of California Student Association.

As the responses arrived in the mail at the Education Department, several student groups held small rallies outside the department to protest the proposed regulations.

At one of the rallies, a small shanty was built. Organizers said it symbolized the way the Education Department, which they called "the Department of Miseducation," treated black students.

Said Hatem Bazian, president of the Associated Students at San Francisco State University: "This is a grassroots effort. We're getting people to demonstrate that you can fight their racist approach."

this article.

Advertisement

A MESSAGE FROM THE PRESIDENT OF THE NATIONAL EDUCATION ASSOCIATION

Opportunity's Closing Door

College Access

he doors of equal educational opportunity are closing. We're in danger of returning to the days when college was for the privileged few.

Last year, for the first time in over three decades, state government spent less money on their colleges and universities than they had the year before. And at least 28 states will cut their funding of higher education during the current fiscal year.

What happens when college and university budgets are cut? Faculty positions and courses are climinated. Students cannot get into the courses they need, so they take longer to graduate. Supplies and equipment are not purchased. Student enrollment is limited. Tuition is raised.

We're beginning to hear the kind of stories from colleges and universities that used to be told only of elementary and secondary schools—of chemistry labs without chemicals, art classes without paint, and libraries that

cancel journal subscriptions. Higher education has met the recession. State governmentscaught in a three-way squeeze of recession-reduced revenues, recession-increased social demands, and vastly diminished federal aid—are cutting back on higher education, an area of substantial discretionary spending. Local governments are do-

Reducing higher education spending may lighten the red ink. But it's a short-sighted strategy. At precisely the time our economy needs a well educated workforce, the budget cuts threaten the quality of America's colleges and universities and deny access to many qualified low-income students. Those affected are disproportionately minority.

in the 1990s



KEITH GEIGER President, NEA

Middle-income families are also increasingly hard-pressed to meet spiraling college costs. Tuitions have risen 135 percent since 1980. With the average cost of attending a public college \$7,500 a year—and a private college over \$16,000most students are dependent on financial aid.

But more and more student financial aid is in the form of 76 percent of federal student aid was grains, by 196/ that centage had dropped to 29.

Skyrocketing tuitions, stagnating family incomes, and the declining availability of grants cause many students to give up on college. Those who graduate, particularly low-income students, emerge overwhelmed by debt.

The higher education bill passed by the U.S. Senate last month would help ease the fi- to close once more.

nancial burden for low- and middle-income students. The bill would significantly increase both the number of students served and the amount of money they can receive in financial

aid. It would also begin to restore the grant/loan balance in favor of grants. Among the bill's provisions

are an increase in the maximum amount of Pell Grants (the major federal student grant program) to \$3,600 a year and a rise in the maximum family income for eligibility to \$42,000. But to ensure overwhelming passage (the vote was 93 to 1), the senators dropped a provision making Pell Grants an entitlement-ensuring that the funds authorized by Congress are actually appropriated.

We're hopeful this critical provision will remain in the House version of the bill and be enacted into law. Pell Grants have been fully funded in just three of the 19 years of their existence. Only making the grants an entitlement can bring stability and predictability to a program relied on by four million students.

Improving student financial aid makes economic sense. For every dollar they get in aid, students return \$4.30 to the federal government in taxes.

At one time college was for loans, not grants. In the mid-70s, the elite-for the sons of the white and the well-to-do. Then came the commitment to make college accessible to all qualified students regardless of gender, race, or economic status.

State university and college systems grew. Financial aid increased. A significant effort was made to recruit minority and women students. The doors of higher educational opportunity swung open.

We cannot allow those doors

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Continued From Page A25

quest for the project.

Boehlert, a New York Republican,

promised to make the disclosures

weren't dealing with such a serious

matter, I would make it the joke of

'Locking Out' U.S. Industries

Mr. Boehlert said he was partic-

ularly disturbed that the depart-

dollar" in foreign assistance, yet

was planning to award hundreds of

millions of dollars in contracts to

U.S. companies an opportunity to

partment's method of accounting

was "getting foreign contributions

By "locking out" U.S. indus-

tries from participating in lucrative

supercollider contracts, Mr. Boeh-

lert added, the Energy Department

would not only risk producing

hardware for the supercollider

"that is questionable in quality,"

but would promote the transfer of

badly needed jobs and technologi-

"Last time I checked," he add-

fended the foreign contracts as a

way not only to achieve consider-

able savings, but also to obtain

technical assistance not available

in the United States. They also de-

nied that the hardware produced

overseas would be inferior, noting

that U.S. managers would super-

vise construction in each country

to assure that quality products

Savings of \$100-Million Seen

Mr. Cipriano said scientists at

ics at Novosibirsk are now working

on low-energy booster magnets for

the collider and may be asked to

expertise in those areas. Mr. Cip-

projected cost of building those

The medium-energy and low-en-

energy in a series of separate accel-

erators before reaching the super-

cal innovations overseas.

can't get involved'."

were produced.

mixed up with foreign aid."

Top U.S. Higher-Education Official Wants Colleges to Raise Sights

By THOMAS J. DeLOUGHRY

WASHINGTON Carolynn Reid-Wallace wants the attention of the provosts and presidents of the nation's colleges.

The Education Department's top higher-education official since December, she is not content with the traditional responsibilities of managing the agency's \$12.7-billion budget for college programs. Ms. Reid-Wallace wants to lead a national discussion on raising academic standards at colleges.

"I'm going to talk about it," she says, "and I'm fully aware of the fact that many people will misunderstand or misinterpret what I say, but I shall continue to speak on these issues and also to use the resources of this office to encourage colleges and universities to see standards and quality as critically important matters."

An English professor and former vice-chancellor of academic affairs at the City University of New York, Ms. Reid-Wallace says colprepared students and to insure that they do not graduate without being able to do college-level work.

"The institution that actually helps its students excel is one that expects sweat and toil from them." she told a meeting of the Association of American Colleges shortly after she became Assistant Secretary for postsecondary education.

In speeches to college groups and in interviews for this article. Ms. Reid-Wallace contends that colleges have contributed to a national problem of low standards that also exist in schools and in homes. "People, somehow, dent Bush's strategy for reforming stopped making expectations the nation's schools. known or having people adhere to higher expectations," she says.

She uses the results of a 1988 survey by the National Endowment for the Humanities to chastise the 80 per cent of colleges thatallow students to graduate without taking a course in Western civilization and the 80 per cent that award degrees to students who have not taken American history, "How can we call our citizens educated if they have never been exposed to ministration's budget requests for the study of the history of their own country?" she asks.

Ms. Reid-Wallace says the "Freshman Year Program" that she helped establish at CUNY is an approach that helps poorly prepared students perform at college levels. In effect at 9 of the system's bill in the Senate. She performed 17 colleges, the program provides students with improved academic man for President Bush's student- education needs a national figure counseling and coordination be- aid budget during hearings of a talking about the quality of instructween basic-skills courses and the House appropriations subcommittion. "I think that at a time when freshman curriculum.

'Obviously Unacceptable'

Ms. Reid-Wallace, who is black, snys she feels strongly that minor- by Rep. William H. Natcher, the ity students should be held to high standards. "People feel-and I think they're wrong-that they can't say to a person of color, black express doubts about whether Ms. substantive to contribute, I think or Hispanic, 'This is not accept- Reid-Wallace can get the attention she'll find a willing and receptive able, this is weak, this is not very of enough presidents and provosts audience," says David W. Adaously unacceptable."

Her statements about raising college standards break new lieve she can. ground for an Assistant Secretary for postsecondary education. Her challenge, to gain that recognition remain and should be identified.



leges must do more to help poorly Carolynn Reid-Wallace: "People feel-and I think they're wrong-that they can't say to a person of color, 'This is not acceptable, this is weak, this is not very good.'"

III, and those before him concentrated primarily on managing the programs under their jurisdiction.

While colleges have heard plenty of complaints from the Education Department in the past-most forcefully from William J. Bennett when he was Secretary-Ms. Reid-Wallace is the first person to use the Office of Postsecondary Education as a podium for such criticism. It is a role left open for her by Secretary Lamar Alexander as he concentrates on promoting Presi-

Praise From Lawmakers

Some college lobbyists in Washington privately question whether Ms. Reid-Wallace can deliver her message about higher standards while completing work on the rest of her crowded agenda. Those more-traditional responsibilities include reorganizing her office to improve its oversight of studentaid programs, defending the Ad-Congress's work in reauthorizing the Higher Education Act.

Ms. Reid-Wallace recently won praise from lawmakers for her office's work on amendments that well in her first test as a spokeswo- of Ms. Reid-Wallace's, says higher eral aid programs, but was lauded be welcome."

"calm and collected." Some officials on the campuses cussion. "If she has something good, "she says. "That's obvi- to foster much of a debate about many, president of Wayne State Ms. Reid-Wallace responded. raising standards. Those who University. He notes that many know her, however, say they be- colleges have reviewed their gener-

Born: June 26, 1942, in Williamsburg, Va.

Education: B.A., 1964, Fisk University: M.A., 1965, Adelphi University: Ph.D. 1981: George Washington University.

CAROLYNN REID-WALLACE

le apadialty: 18th-pentury English literature and 19th- and 20th-century American literature

Career Highlights: Bowle State University, various administrative positions: 1974-78; director of the National Association for Equal Opportunity in Higher Education/National Endowment for the Humanities Program; 1979-80; director of the National Association for Equal Opportunity in Higher Education Clearinghouse, 1981-82; assistant director of education for the National Endowment for the Humanities, 1982-87; vice-chancellor for academic affairs of the City University of New York,

sion of the National Endowment for the Humanities in the 1980's.

"Chief academic officers are going to welcome some moral leadership in that position," Ms. Parr college programs, and monitoring says. "All of us are struggling with" the kinds of questions Carolynn is asking and would welcome a national discussion."

Blanche Premo-Hopkins, vicechancellor for academic affairs at Aiken and another NEH colleague Administration's plans to cut sev- who cares about quality is going to

Others who are unfamiliar with subcommittee chairman, for being Ms. Reid-Wallace also praise her

neck Part, vice-president for aca- er standards in academe is consisdemic affairs at Lewis and Clark tent with the standards she sets for College, Ms. Parr worked with Ms. herself, say college officials who Reid-Wallace in the education divi- have worked with her. Ms. Reidtions that were set by her parents schools of Williamsburg, Va.

"One clearly goes back to those to simply stay afloat."

Complaints From Employees

Her style in insisting that her tee last week. She clashed with

The monetary issue is going to drive drawn some complaints from destandards are met, though, has Democratic lawmakers over the our decision making, somebody partment employees. Rep. Carl D. was time for her to stop criticized and the long of the l Pursell, Republican of Michigan, government and to start helping it took the unusual step at one of last week's hearings of publicly questioning why Ms. Reid-Wallace has interest in promoting a national discussion wife she has a partial interest in promoting a national discussion wife she has a constituting and the Department of Education and the Department on weekends. He said she should do some long-term thinking and not forget the importance of allowing people to spend time with their consultative kinds of activities families. "I shall remember that."

Some college officials who are

Wallace agrees with that assessment, explaining that she was taught early on to meet expectaand her teachers in the segregated

days when being black and female and Southern meant that you had to be 'better than,' " she says. "One almost had to know more were offered to the reauthorization the University of South Carolina at than one's counterpart in หก effort

members of the President's Board was time to come in and try to do al-education requirements recent-ly, but that some deficiencies of Advisors on Historically Black some of the things I have sale "That's going to be part of her ly, but that some deficiencies may colleges and Universities also ought to be done if higher education remain and characteristics." have criticized Ms. Reid-Wallace's tion in this country is to maintain predecessor, Leonard L. Haynes, and credibility," says Susan Res- Ms. Reid-Wallace's call for high- style. They took offense at a letter its preeminent position.

in the passive voice its recommen dations for involving black colleges in the school-reform movement The officials said they didn't think a public grammar lesson was ap-Dismissal Criticized Ms. Reid-Wallace says that she

she sent them last month that sug-

gested that the panel avoid writing

was misunderstood, that she never intended to suggest that the panel's work was deficient in any way. She says her suggestion for using the active voice was a "metaphor" for recommending to the black-college presidents that they make a strong statement asserting the need for their institutions to play a role in improving schools. "What I was trying to suggest," she adds, "is that it's time to empower those institutions.

Some black-college officials have also criticized Ms. Reid-Wallace for firing Robert K. Goodwin last month from his post as executive director of the White House Initiative on Historically Black Colleges and Universities. She has not named a replacement. Mr. Goodwin has since been named executive vice-president of the White House Points of Light Foundation.

Ms. Reid-Wallace says the chileism has not hurt her because she is a strong supporter of black colleges, having earned a degree from Fisk University and having worked at Talladega College and at How ard and Bowie State Universities. She suggests that those who ev press doubts about her commit ment to the colleges do so for polit ical purposes.

College officials also have raised questions about the number of political appointees Ms. Reid-Wallace has hired to assist her. They charge that the cost of hiring the sit assistants-four more than he predecessor had-could reduce the umount of money the Assistant Secretary has to carry out a planto reorganize the office. The plan is being developed because of criticism that the office has not exercised proper oversight of studentaid programs.

Ms. Reid-Wallace says the assistants have valuable government experience that will help her improve the management of the of fice. She says a reorganization plan has been developed and is being reviewed by Deputy Secretary Da vid T. Kearns.

Some of the early controversies Ms. Reid-Wallace says, have left her wondering at times why she accepted the Assistant Secretary post when Secretary Alexander # prouched her with the offer. She reminds herself, she says, that she "I've asked myself," she says.

"as well as many of my colleagues Why is it that those people down at some strategic planning, and some with those of us in the academy who clearly have the answers?

cumference. "Well, I decided that maybe it

Take the Form of Low-Cost Labor demanding parts of the supercolliator will siphon important re- der. He added that the Russian scisources from other areas of sci- entists were recognized as the Last week Rep. Sherwood L.

Foreign 'Contributions' to Collider

Mr. Cipriano said Energy Department officials were discussing the possibility of awarding conother countries without allowing tracts to South Korea to build medium-energy booster magnets and compete for them. He said the de- to China to build components for the linear accelerator, the device that would provide the initial boost

> India, meanwhile, has agreed to U.S. support, \$50-million worth of light within the supercollider.

cd, "we had a recession with eight employed, and what we are saying to them, in effect, is, 'Sorry, you Energy Department officials de-

Despite the criticism of their acwrong with considering the differhave the same impact.

to direct the protons as they gain many Texas lawmakers are banking on Japan to make the largest contribution to the project. They collider's main ring, 54 miles in cirfrom \$500-million to \$1.5-billion in Edward J. Siskin, general manager of the ssc Laboratory in Dallas, said the low-energy booster Congress over the foreign-contrimagnets, while simple in concept. bution issue. A committee com-

world experts in building those magnets and were even able to improve the initial U.S. design.

ahout foreign support a key issue in the Congressional battle over whether to approve President Bush's \$650-million fiscal 1993 re-"I'd say this is one of the more bizarre twists" in the debate over the supercollider, he said. "If we

to the protons in the supercollider.

provide, without any additional radio-frequency cavities-devices that will accelerate protons to Sen. J. Bennett Johnston: "The technology will clearly be an important speeds approaching the speed of

their share of the supercollider's cost of the supercollider.

counting methods, supercollider ence between the fair market value of a component and the price pro-

But Mr. Boehlert of New York build medium-energy booster mag- said he considered the practice denets, principally because of their ceptive. When the House of Repreriano estimated that the lower the Energy Department to obtain costs in Russia will enable the 20 per cent of the cost of the super-United States to shave about half, collider from foreign sources, he or more than \$100-million, from the said, "to a person, what we had in mind was cash," adding: "And they haven't gotten the first buck in from anybody." The Bush Administration and ergy booster magnets will be used

Were among the most technically posed of Japanese and American

The Best Expertise' Some supercollider officials ar-

gue that in addition to providing expertise not found in the United States, foreign participation in the construction is needed to make the supercollider a truly international

We want to get the best people, the best ideas, the best expertise from all over the world." said John Toll, president of Universities Research Association, a consortium of 78 universities that manages the supercollider for the Department ment had failed to secure a "single of Energy.

Mr. Cipriano said he could not provide details on how much money South Korea, China, or Russia would receive from his agency for million to nine million people un- construction, but he estimated that those three countries and India would provide work capable of offsetting by \$400-million the total

Practice Called Deceptive

officials say they see nothing vided by non-U.S. producers as a foreign contribution. When it comes to reducing the federal government's share of financing the butions of cash, donations of that a \$17.8-million contract to Energy Department to limit its equipment, and reductions in the build the first 2.7 miles of the col-Russia's Institute of Nuclear Physcost of building components all lider's underground tunnel had companies from countries that

part of this. And why we would want to share it, I don't know." officials has already been formed and is scheduled to meet next poration of Tokyo.

pan can contribute to the project.

made mainly for political reasons.

The strained relations between

Tensions Surface

Officials in both countries say,

Unemployed U.S. workers delmonth in Tokyo to discuss how Jauged the ssc Laboratory and lawmakers with angry phone calls. however, that shortfalls in Tokyo's Four Democrats—Representatives Mike Parker of Mississippi, Dennis support for its researchers could E. Eckart of Ohio, Richard J. Durmake any contribution from Japan difficult. A science official at the bin of Illinois, and Jim Slattery of Embassy of Japan in Washington Kansas-wrote a letter condemnsaid the financial constraints on re- ing the award and urging their colleagues to eliminate the supercollisearch in Japan were so great that der from the budget. Even a Texas any contribution to the supercolli-Congressman joined in the critider from Japan would probably be

"At a time when American companies are struggling to survive all over the world—and being shut out the two countries and the tension in of Japanese markets—I find this Congress over Japan's lack of fi- contract award simply unacceptnancial commitment to the superable," said Ralph M. Hall, Democollider were evident this month afsupercollider, they argue, contri-

have made "substantial" financial contributions to the project.

Rep. Tom Bevill, Democrat of Alabama, and Rep. Martin Frost. Democrat of Texas, who attended the meeting here, predicted that if Mr. Hall's bill reached the House floor this year, "it would pass overwhelmingly."

The Lowest Bid

But Rep. Joe Barton, a Texas Republican who said he was sympathetic to the concerns expressed in the bill, reminded the gathering that Obayashi had submitted the lowest bid and that it was the only contractor that proposed to use all-U.S. labor and equipment.

Mr. Barton, in whose Congressional district the supercollider is being built, said he doubted the project would be able to proceed on schedule without additional major foreign support.

But Sen. J. Bennett Johnston, a Louisiana Democrat who chairs the Senate Appropriations subcommittee with jurisdiction over energy-research programs, said he worried that there existed, among members of Congress, "too much eagerness and self-motivated expectation of foreign investment" in the supercollider.

Mr. Johnston said he would be satisfied with making the supercollider an entirely American project, allowing U.S. industry the chance to reap the benefits of all of the technology developed from the supercollider's construction.

"The manufacturing technology will clearly be an important part of this," he said. "And why we would want to share it, I don't know."

Supercollider officials, however, emphasize that the foreign collaboration they seek in the construction of the accelerator is with scientists who are the world leaders in specific technologies.

"We're working with the best people from around the world," said Mr. Toll of the Universities Research Association. "Japanese industry is ahead of us in superconducting magnets."

Nevertheless, Mr. Johnston said he believed the project could be acceptable to Congress without any foreign participation. "This is the most important scientific project in the world," he added. "And if we think it's so important, then we ought to be willing to pay for it ourselves. We should not make this project dependent on foreign investment, and I think we can win on that ground."

WASHINGTON ALMANAC

ments. By Representative Hughes (D-

Property donations. HR 4357 would estab-lish the National Education Property Board, which would oversee the donation

of excess federal property to schools und

N.J.) and five others

Environmental aducation. The Env mental Protection Agency hus issued in-terim final rules, under the National Environmental Education Act, setting pro-cedures for environmental education and training awards. Comments must be re-ceived by April 8 (Federal Register,

March 9, Pages 8, 190-1). government fellowships. The James Madi-son Memorial Fellowship Foundation has issued final rules governing the ann competition for the awards, which are for graduate study by teachers of American history and social studies (Federal Reulster, March 2, Pages 7,321-6).

NEW BILLS IN CONGRESS

Copies of bills may be obtained from Representatives (Washington 20515) or Senators (Washington 20510). HOUSE OF REPRESENTATIVES

Copyright law. HR 4412 would change fed-

uive Levine (D-Cal.). Scholarship taxes. HR 4418 would repeal portion of the 1986 tux-reform legislation under which scholurships used for non-academic expenses are taxable. By Rep-

Space appropriations. HR 4364 would au-thorize appropriations to the Nutional Aeronautics and Space Administration for specific research programs. By Representative Brown (D-Cul.).

resentutive Lewis (R-Fla.).

ppropriations. S 2265 would rescind mon-ey that was appropriated for Congres-sional carmarks for fiscal 1992 but has not yet been spent, and use the money to pay

eral copyright law to make it easier for scholars to quote from unpublished docuoff federal debt. By Senators Brown (R-Colo.) and Smith (R-N.H.).

Since changes frequently occur with histle advance notice, it is advisable to check with committees on or near the hearing dates.

HOUSE OF REPRESENTATIVES iclence priorities. March 18, 24. Heurings on science priorities for federal agencies. Contact: House Science, Space, and Technology Subcommittee on Science: (202) 225-1060.

SENATE

Solones budgets, Murch 19. Hearing on the proposed budgets for the National Science Foundation and the Office of Sci-ence and Technology Policy. Connect: Senate Appropriations Subcommittee on Veterans' Affairs, Housing and Urban Development, and Independent Agen-cles; (202) 224-7231.

Welfare Reforms Said to Discourage Recipients From Attending College

By GOLDIE BLUMENSTYK

Crosse, Wis., woman from public provide money only for such things assistance to a professional career, as child care and transportation the reforms may lead her to drop out of Viterbo College and return to menial work.

To many educators and advocates for the poor, Ms. Hefti's circumstances are just one example of deadline for having programs in how the reforms discourage welfare recipients from going to college. The critics say the federal rules for the programs have a builtin bias against higher education and that financially pinched states, for political and economic reasons. also discourage postsecondary education in the way they are carrying out the new welfare program.

And with political figures from manding tougher controls on welfear the political climate will only lead to more barriers.

Twenty-nine years old and divorced, Ms. Hefti quit her job as a Health and Human Services, only partment of Human Services, says \$5-an-hour cashier and returned to nine states say explicitly that they it could cost more than \$20,000 a college in 1991. She qualified for allow jobs participants to enroll in year, excluding tuition, to support Aid to Families With Dependent Children and for a welfare program called JOBS, which was enacted by Congress in 1988 to help participants avoid dependency on public assistance by making it easier for them to receive education and

But because of the way Wisconsin has fashioned its participation in the program. Ms. Hefti says she fears she may have to drop out and give up her goal of becoming a social worker or counselor.

Her Own Initiative

Under Wisconsin's program Ms. Hesti does not get assistance for child care or transportation, as do some of her Viterbo classmates who also are part of Jobs. Like them, she must report her grades and schedule to welfare caseworkers. Ms. Hefti doesn't receive the same benefits as her classmates because she was not directed to college by her Jobs caseworker but went on her own initiative before qualifying for welfare and being en-

"I've tried everything to get child care," she says. "That's ly that the students' Aid to Famwhere a lot of my loan money is ilies With Dependent Children ben- they have seen little persuasive evgoing right now." She says she has efits won't be canceled whil borrowed \$5,000 this year for college. Ms. Hefti says she would like someday to get a master's degree, but the costs of child care could derail her plans.

"I feel like that's the one thing that's going to make me get out of school again," she says.

The 1988 law which created the Job Opportunities and Basic Skills Training Program, was never intended to be another financial-aid program. But the law, which requires most able-bodied adults to enroll in the program or lose their welfare benefits, expressly allows states to provide postsecondary

With a 4-year-old son and a this year and their matching share, 3.89 grade-point average, Roxanne states are authorized to use Jobs Hefti seems ideally suited to benemoney to pay for tuition, books, fit from the welfare reforms that go and fees. But often, even the states into effect nationwide this year. most supportive of using postsec-But rather than leading the La ondary education in the program

An October Deadline

States have had several years to fashion their programs, but the place is next October. Congress has appropriated \$1-billion for the program this year, but because about half the states have not come up with sufficient matching funds, only about \$550-million is expected

The differing approaches that states have taken to use welfare to help students go to college reflect Congress's ambivalence about President Bush on down now de- such use. Indeed, before deciding to let states determine how their fare spending, advocates of using welfare programs would work with welfare to expand access to college higher education, lawmakers de-deal of money. bated whether to bar or require the

use of JOBS money for college. baccalaureate programs. Fisteen, including California, Florida, New York, and Texas, specify that JOBS enrollees can receive welfare benefits only while enrolled in two-year degree or three-year certificate programs.

Twenty-four states told the Department of Health and Human Services that they allowed postsecondary education under Jobs but did not specify whether they had any restrictions. Three states-Michigan, Oregon, and Nevadareported that they did not provide JOBS benefits to any postsecondary students. But officials in those states said that while they don't re-JOBS participants to college, some who initiate college study on their own can be eligible for loss

benefits. It is unclear whether any of the other states also make that distinction but did not indicate that to Health and Human Services. As Ms. Hefti's case shows, the level of support can vary widely. In they expect most welfare recipisome instances the states will provide child care and transportation; in others, state support for postsecondary education may mean mere-

The reluctance of states to promote college more actively under the jobs program stems from sev-

'A Job-Oriented Program'

For some, it's philosophical, California officials "wanted this to be a job-oriented program," says Dale J. Rezabek, coordinator of the program for the state's commu-. nity-college system. "They didn't

want this to be a scholarship pro- court several times in recent years unhappy with it. David H. Throg- clean parks." Also, as state officials regularly welfare benefits from program parmote, using the program to support ticipants if they also get Pell Grants welfare clients through college, or other federal students if they also get Pell Grants gram administrators to say he was off the system. On and off, off, on and off, off, on and off,



Roxanne Hefti, who returned to college in 1991: "I've tried everything to get child care. That's where a lot of my loan money is going right now."

MICHALL KIFNISZ FULTBL CBIGA

laureate degree, can require a great

Michael C. Laracy, director of policy, planning, and program According to the Department of evaluation for the New Jersey Dea single parent with two children

> 'I didn't like that we had to ride herd on these

people like they were kindergarteners." That

is a "gross invasion of their privacy."

though college, counting such things as welfare benefits, food stamps, and Medicaid.

"It may be a very good investment. It's not an investment you can make in everybody," Mr. Laracy says. New Jersey has just overhauled its entire welfare system, and the new law specifically mentions four-year college programs as allowable activities for welfare recipients. Still, state officials say education leading to a high-school diploma, or postsecondary educa-

tion at a community college. The New Jersey officials say idence to justify the extra costs of supporting welfare recipients through four years of college.

Mark H. Greenberg, senior at-Social Policy, a public-interest law firm in Washington, is among those who dispute that,

Mr. Greenberg says the real problem is that states are "unable or unwilling" to come up with their share of the funds.

In Maine for example, legal-

particularly the five years it can real access issue," says Kathleen typically take to complete a bacca- C. Caldwell, a lawyer who has argued some of the cases.

Critics like Mr. Greenberg say some of the federal regulations drawn up by the Department of Health and Human Services penalize states that promote higher education as an option under JOHS.

One rule is especially galling to some state and college officials: a requirement that states have a certain proportion of their Jons participants involved in activities that take at least 20 hours a week. A full-time college student taking 12 credit hours would have to have eight hours of other activity. The regulations do not take into account students' class preparation time, unless the work is being done in supervised study halls.

Mr. Greenberg, who testified before Congress on this issue in December, says the rule creates a "systemic bias" against higher education and encourages states to push welfare clients into less expensive activities, such as jobtraining or job-search efforts, which can be counted as "20hour" activities under the regula-

Indeed, Illinois officials report that the number of jobs participants referred to "job search" programs increased from 1,161 in January 1991 to 3,887 in January 1992, while the numbers enrolled in postsecondary education remained about constant at about 3,700.

'You Can Serve More People'

"It's cheaper to have people in a community service learning P "20-hour job search" program," says Karen D. Maxson, an administrator in the Illinois Department tion to reduce welfare benefits of torney at the Center for Law and of Public Ald. "You can serve more people."

Rather than being forced to exclude college students from their participation rates, states like Tennessee and Iowa have asked colleges that enroll Jobs clients to create formal study halls.

Many institutions have comservices lawyers have gone to plied, but some college officials are fare benefits and making them "go to stop the state from deducting morton, academic dean at William welfare clients through college, or other federal student aid. "It's a "dismayed" by the notice

"I didn't like the fact that we had to ride herd on these people like they were kindergarteners," he says. He calls it a "gross invasion of their privacy." The college is carrying out the policy by having the 23 affected students study in the campus's popular writing lal

keep track of their study hours. Norma Hohlfield, coordinatore the lown program, says the study hall also costs the state about \$200,000 extra for the addition hours of child care.

and asking an English professort

End Paper: Foraging

around in nature **B52**

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So far, Iowa has been able t meet its participation rates without requiring students to participate the study hall, but she says state officials might make the study halk mandatory, "if we feel we need it to protect our federal funding."

Although Iowa strongly encourages higher education under the Jons program, even it has some restrictions. For students enrolled in four-year programs, the state does not pay such Jons benefits as child care for the first year, when students are most likely to drop out for academic reasons. Of the 37,600 people enrolled in JOBS. about 2,300 are now going to col-

Colleges in other states have found creative ways to avoid problems with the 20-hour rule. The 18 affected students at Vermoni's Trinity College, for example, participate in internships related to their curriculum to meet the re

Bruce D. Spector, director of the gram at Trinity, says political pressure in Vermont and around the na force welfare recipients into make work jobs of so-called workiart programs could defeat the goals of ending students' dependency.

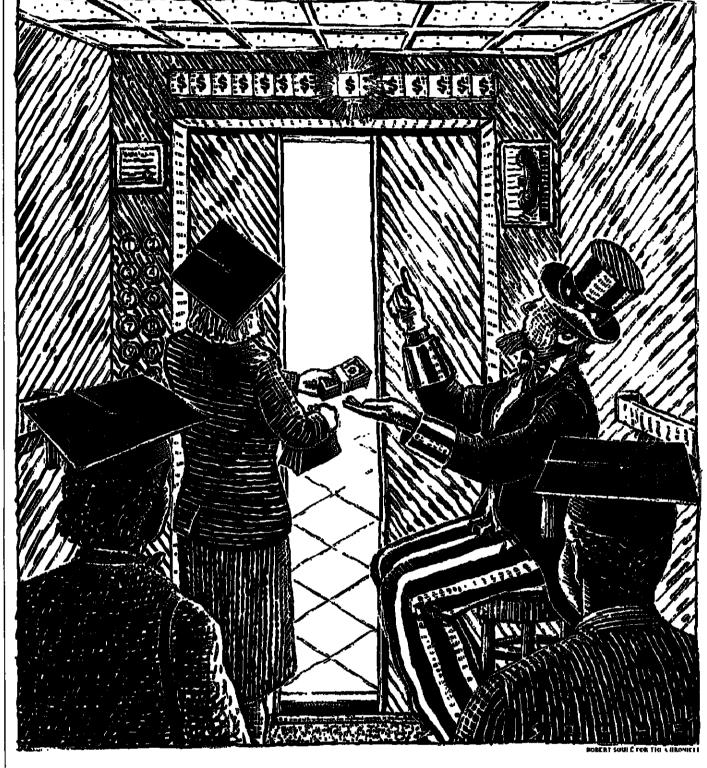
"The states feel under pressille from the federal government Mr. Spector says, but he questions the merit of ending students' wel-

ln a workfare program, he says, "people are going to cycle on and " The brie no The

THE CHRONICLE OF HIGHER EDUCATION

Section 2

March 18, 1992



The Time Has Come to Establish **Income-Contingent Student Loans**

By Barry Bluestone

and Jerome M. Comcowich N INVASION of armies can be resisted, but not an idea whose time has ▲ come." If Victor Hugo, the author of that statement, is correct, we may be about to witness the creation of a new federal student-loan program based on a model that educators and economists have been talking about for over 40 years.

The economists Milton Friedman, in 1945, and Robert Reischauer, some 20 years later, were among the first to suggest. that direct government loans to students. with repayments keyed to the incomes that they earned after graduation, might be a better way for students to finance the costs of their postsecondary education than the current system of bank-financed, fixed-repayment loans.

Although the bill that the Senate passed

recently to reauthorize the Higher Education Act does not include such a loan proposal, the Senate Finance Committee has approved a pilot program of direct, income-contingent loans at 500 colleges and trade schools, beginning in academic 1993-

In the House of Representatives, leaders of the Education and Labor Committee are considering a plan for direct loans as part of their version of the reauthorization of the Higher Education Act, although graduates' repayments would not be keyed to their incomes.

Nevertheless, we believe that universal. direct, income-contingent loans have several features that especially recommend

OPINION

them right now. First, such loans would be available to all students, regardless of family income, thus helping students from hard-pressed middle-income families, many of whom are presently exclude ed from existing federal programs. Second, the loans would be obtained directly from the federal government, bypassing the private banking system and thereby lowering the interest rates paid by student borrowers. Third, by tying loan recipients' repayments to their incomes, repayment would be flexible; it would be adjusted to the borrower's actual income each year.

By spreading repayments over as many as 25 years, by eliminating the interest subsidy paid by the government on guaranteed loans while borrowers are in school, and by virtually eliminating defaults because loan repayments would be made by payroll

Continued on Following Page



The Time Has Come to Establish Income-Contingent Student Loans

Continued From Preceding Page deductions paid to the Internal Revenue Service, such a program would be self-financing.

Flexible repayments, plus the use of payroll deductions, would save taxpayers as much as \$3.5-billion a year in default payments. Eliminating the interest subsidy would save another \$2-billion to \$3-billion annually. At the same time, students would have a built-in "insurance" system so that whenever their incomes were temporarily low, their repayments would continue to fit their carnings.

The need for a new financing mechanism for postsecondary education is obvious. At the very time that schooling beyond high school is becoming more critical for individuals as well as for national economic growth, college costs have accelerated faster than the rate of inflation. The tax dollars available for loans and grants have by no means kept pace with the need. This is true for low-income families, but equally true for the middle class.

▲ NYONE with college-age children can attest to the burden of college costs. The College Board reports that by 1991-1992, the cost to an in-state student of four years of college at a four-year public institution averaged over \$25,000, including tuition and fees, room and board, and miscellaneous school expenses. The same education at a private four-year institution was over \$50,000. At the elite schools, total expenses ran closer to \$90,000. Yet, the amount of student aid available from the federal government under existing grant and loan programs has not kept up with these costs.

The largest of the federal loan programs. the guaranteed or Stafford Loan Program, provides a maximum of \$2.625 per academic year for the first two years of undergraduate study and \$4,000 for each subsequent year, up to a five-year maximum of \$17,250. Hence, a student who takes out the maximum amount of Stafford loans over four years still must come up with an additional \$11,750, on average, to attend a public university and at least \$36,750 to go to a private institution.

The growing gap between college costs and available funds means students are in trouble. According to Kenneth C. Green of the Center for Scholarly Technology at the University of Southern California, the "sticker shock" of tuition and fees is forcing students to "buy down." Students who would have gone to private institutions in the past now are selecting public ones. Those who would have gone full time are forced to go part time. Some who would have selected four-year colleges are going instead to two-year schools, and more students from poor homes are going to vocational schools rather than to college—if they go anywhere at all. In a recent USA Today survey of high-school graduates, a third of the respondents indicated that they had delayed or indefinitely put off college because of the expense.

The only reason that college enrollments have not fallen precipitously in light of the growing gap between costs and aid is that colleges and universities are themselves assuming a greater share of the burden, providing more grants and scholarships out of their own revenue. A survey by the Higher Education Research Institute at the University of California at Los Angeles, "The American Freshman: National Norms for Fall 1990," noted that between 1979 and 1989, the proportion of freshmen

receiving college-financed grants and scholarships increased from 11.3 to 20.3 per cent. Colleges are using part of the nigher tuition that they are charging to subsidize low- and middle-income students, in order to help maintain cultural and socialclass diversity in the classroom.

If direct, income-contingent loans would make it easier for students to finance their educations and save taxpayers money too, are part of the vast bureaucracy that services the current array of loans-the specialized private and quasi-public studentaid-financing agencies in each state-also are resisting direct loans; they fear that if these loans are successful, their services will no longer be needed.

Some campus-based student-aid administrators, on the other hand, oppose the loan proposal for a very different, though

who could possibly oppose such a pro-

"The growing gap

between college costs

and available funds

means students are

in trouble."

Two distinctly different groups have lined up against such loans for two distinctly different reasons. Profit-oriented banks and service-oriented student-financial-aid administrators both have expressed opposition to direct, income-contingent loans

Commercial hanks generate more than -billion in profits each year from their student-loan portfolios. That profit is virtually assured because the banks are protected against defaults by government guarantees. Thus banks object to direct government loans because such loans would force them to give up a lucrative, risk-free market. Furthermore, those who

HE POINT OF BIOTECHNOLOGY IS to

▲ improve upon nature—to replace

the natural with man-made organisms

and processes in order to increase over-

all efficiency and profit. The point is to

control nature-to control nature to

make it safe ultimately for investment.

And this means making nature safe for

biotechnology, not the other way

The most efficient way to control the

future is to invent it. That is why we

spend so much more to produce valu-

able engineered species than to protect

economically useless endangered ones.

And that is why we continually turn

whatever wild ecological systems we

have, from rain forests to savannas to

estuaries, into carefully managed and

engineered, and therefore profitable

for Philosophy and Public Policy

at the University of Maryland,

-Mark Sagoff.

in a recent lecture

director of the Institute

at the College of Wooster

and predictable bio-industrial, produc-

THE BASIC PROBLEM, as always, is

1 the American habit of interpreting

Russia through the prism of our own

ideology-of finding there only what we

seek, and seeking only what we find

comforting. For decades, it was an alien

around....

tive systems.

equally basic, reason. Based on their previous experiences with the government, they fear that the federal bureaucracy is incapable of running a large-scale loan program independent of the commercial banks. They suspect there will be too much red tape and that their jobs will become more onerous

In responding to this concern, proponents of direct loans generally acknowledge that it would be absolute folly to initiate a new loan program without broadly involving financial-aid administrators when the program's rules and regulations are written. Also, as with other government innovations, Congress would be well advised to begin with a demonstration program, such as the plan the Senate Finance

MÉLANGE

"Communism" and "totalitarianism."

Now it's an American-style "free-mar-

ket democracy" and "civil society."

Many commentators and some corre-

spondents are functioning less as jour-

nalists than as cheerleaders for "free-

market" capitalism, which they can't

distinguish from corrupt black-mar-

keteering. Some base their accounts on

self-described Moscow democrats, who

aren't always objective sources and

whose radical views may be no less self-

destructive than those of Russia's pre-

Soviet intelligentsia. Even eminent pro-

fessors have entered the fray. A Berke-

iev historian tells us in The New

Republic that we shouldn't hold Boris

Yeltsin to high democratic standards,

to achieve. Yeltsin deserves our sup-

port, but didn't American apologists for

the Bolsheviks, and even for Stalin, of-

fer the same excuses?

use of the good things he is trying

and director of Russian studies

in the March 2 issue of The Nation

TN EARLY CHILDHOOD, I used to con-

my mother into buying me "Brides"

coloring books over and over again,

even after she pointed out that all the

outfits were white or black and there

-Stephen F. Cohen,

professor of politics

at Princeson University.

Committee approved, to make certain that any administrative problems are addressed and resolved before the program is et. panded nationwide.

OPINION

OPINION

LETTERS TO THE EDITOR

Education's Commitment and Effec-

tweness in Dealing With Plagia-

First, although most of our cam-

puses hem and haw when it comes to

word theft by faculty who should

know better, they dispense swift and

sometimes harsh justice when stu-

dents, who are just starting to learn

to know better, fail to credit their

Second, the misappropriation of

words has become a way of life in

America. We expect our public fig-

ures to employ a stable of writers

who put prose in their mouths. We

assume that many of our best-selling

celebrity authors have their books

ghosted. And at work we routinely

write letters, memos, and reports

that are silently incorporated into the

letters, memos, and reports of oth-

ers. Given this climate, it is difficult

to do anything decisive about plugia-

Not even the plagiarism hunters

are immune. Lingua Franca ("Dou-

ble Take," August 1991) reported

that The New York Times copied five

paragraphs of its article on the plagia-

ry of former Boston University com-

munications dean H. Jouchim Maitre

directly from the account published

in The Boston Globe. The Times

And a year or two ago The Chroni-

ele reported that a well-known West-

em university admitted copying its

plagiarism manual without attribu-

tion from the plagiarism manual of

another major Western school. . . .

The offending university simply said

it was sorry and that was that. But

how does such an egregious act of

literary piracy play with students,

who are routinely punished for their

plagiary with failure and suspension?

Perhaps the university should be

slapped with penalties more like the

ones imposed for athletic recruiting

violations: Bur the English depart-

ment faculty from conference partici-

pation for two years; take away 20

academic scholarships; ban faculty

quotes for a season in The New York

Times and "The MacNeil/Lehrer

NewsHour." Then maybe people

would sit up and take notice. Of

sources appropriately.

HE IMPLICIT COALITION between the banks and college financial aid officers against direct, income-contingent loans does not bode well for help. ing students and their families cope with the increasingly higher costs of college Getting the banks to support such program will not happen, because of narrow self-interest. On the other hand, getting the support of financial-aid officers is absolutely essential to the passage of such a program. This can be done h involving them in developing the program's regulations and operating mecha-

Any program that is so good in theen for students, their families, colleges and universities, and American taxpayers should not be allowed to founder on his reaucratic grounds. That is why the practical administrative concerns of the college financial-aid community must be addressed at the very outset of any pilot pro-

Direct, income-contingent loans pro vide the opportunity and structural frame work for a renewed national commitmen to financing college education in this comtry. We hope this idea's time finally has

Barry Bluestone is professor of political economy at the University of Massach setts at Boston and a senior associated the John W. McCormack Institute of Publie Affairs, Jerome M. Comcowich is assciate specialist in the office of studen services at the University of Hawaii a

Making Nature Safe for Biotechnology; American Ideology and the New Russia; Ambitions Other Than Matrimony was very little to color except the bouquets and bridesmaids' dresses. I was a bride every Halloween, and so were half of the other girls in the neighborhood, which probably should have tipped me off to the demographics that would follow those of us born in the '50s and '60s into our adult years: There were hundreds of little brides out there.

> Then, sometime in high school, i started cultivating ambitions other than matrimony. By the '70s, I was in college and telling the men I dated that I would probably never marry.

but there were very few little grooms.

This apparently made me more desirable, and I triumphed in the knowledge that independence was sexy as w ideologically correct. They relaxed They blossomed in the luxury of relationships that existed without the pressures of anachronistic conventions and rituals.

Then they left to wed cheerleaders from a local junior college who wanted nothing else but to be their wives. According to the undergraduate women who come to my office wailing and rag. ing against the social system, this still goes on today. —Regina Baneca.

associate professor of English at the University of Connecticul. in the February 23 issue of the Detroit Free Press Magazine

cause writing in America, even in the — should protect the integrity of their There are two crucial aspects of plagiarism not mentioned in either nilicant income, is less important of the articles on the subject in the

February 12 Chroniele ("Plagiarism Charges Against a Scholar Can Di-DENNIS DAROUS Professor of English and Languistics and Director of Rhetoric University of Illinois at Urbana-Champangn Urbana, Ill. vide Experts, Perplex Scholarly Societies, and Raise Intractable Questions" and "Critics Question Higher

credit for the words, ideas, and research of Mr. Zurcher.

meier's excuses and university fir- duct, which-unlike some of my felings, the professional societies and journals involved should have publicized the large overlap between the two articles so that scholars could correctly attribute ideas to Mr. Zurcher's research, Because Mr. Gallmeier claims to report his own research, the scientific issue is not merely text plagiarism but also validity of research findings. To copy published research is not what we mean by scientific "replication."

Journals routinely publish "errascholars.

My statement that "intention is not a crucial criterion in defining plagiarism" responds to the issue of whether copying is plagiarism only when the writer confesses. An accused writer may plead "not guilty." but the university, journal, or ethics committee should reach its own verdict based on the evidence, and publicize its findings to the community of

course none of this will happen, be-

ALPHABET

SOUPS

"Full of suspense, intrigue . . . Surprisingly witty . . . I thoroughly enjoyed it."

rare instances when it produces sig- journal, discipline, and university by letting readers and colleagues know than football and basketball, or even that for whatever reason, a publicafield hockey for that matter. . . . tion may not be trustworthy re-

article was published.

To his campus I reported through

confidential faculty channels that ru-

a scholarly meeting. . . . This inter-

mation is entirely relevant to a uni-

versity's evaluation of the ability and

character of a probationary instruc-

for and researcher, including the

truthfulness of his employment vita.

To report these charges for investiga-

our university code of faculty con-

low scholars—regards plagiarism as

Professor of Sectology Cultiornia State University at Los Angeles Los Angeles

Scholarly plagiarism may turn out

to be "a wrong without a remedy." If

Charles P. Gallmeier is "in limbo" as

the accused, consider my experience

Paging through an obscure journal.

stumbled on an article strikingly

similar to an article of mine published

in a major national journal. The mid-

dle third mirrored my own work as

though following an identical outline:

footnotes cited identical sources in

'Coincidence." I muttered until

Like most scholars who believe

othing. As a lawyer myself, I realize

suit for common-law copyright in-

fringement. I would carry the burden

of showing that this author had prior

access to my work and that his pro-

duction was so substantially similar

we could have been coincidentally

Even if I could prove all that, I

could show no monetary damages.

The author wasn't paid for his article.

Likewise, the appearance of his arti-

cle didn't prevent my work from be-

ing published. If I could show no fl-

nancial loss, I probably couldn't re-

coup the cost of the lawsuit-likely

Making an accusation short of go-

ing to court would open me, in turn,

to a lawsuit for defamation if there

were the least chance that I might not

be able to prove my accusation true.

Thomas Mallon's work, Stolen

'thinking on the same plane.'

to mine that it was impl

thousands of dollars.

chronological order.

STLVEN L. GORDON

a very serious violation.

tion was my ethical obligation under

TO THE EDITOR:

In your otherwise thorough article on how sociological journals responded to plagiarism, two of my comments were so abbreviated as to anal is ASA-affiliated. He was a memrequire clarification. In saying that ber of the symbolic-interaction societhe scholarly record has not been ty, however, and I was an editor for corrected, I meant that Charles Gallmeier's article continues to be cited in journal articles, textbooks, and scholarly bibliographies on emotion, even though Mr. Gallmeier took a mors of plagiarism were spreading at large portion of his introduction, research results, and conclusion section from the earlier publication by the late Louis A. Zurcher. The record will be corrected when Mr. Gallmeier no longer receives scholarly

Instead of focusing on Mr. Gall-

ta" notices to correct typographical errors; why did neither journal notify readers that an entire article might be in error? By acting indecisively or to protect their friend, officials of the symbolic-interactionist and sociology-of-sports societies betrayed their obligations as elected officers and as

recognized the author's name. A telephone call to the journal's editor revealed that the article was submitted a few days after I had turned in an early version of my article to a colleague of the author's for critique; the colleague's office was in the same suite as the author's. that their work has been pirated, I did

the personal risk is too great and the Even when a writer insists that the prospect of redress too low. In a law-

How Higher Education Deals With Plagiarism Finally, Mr. Gallmeier asks why the plagiarism charges did not go directly to the American Sociological Association, but went instead to his campus and to the Society for the Study of Symbolic Interaction. When the alleged plagiarism was first reported to me, Mr. Gallmeier was not an ASA member, and neither jourits journal, in which Mr. Zurcher's

'That was a great lecture. Have you considered doing a video?''

Words: Forays Into the Origins and Rayages of Plagiarism, illustrated how the maxim "If it can be done, someone is probably doing it" applies to scholarly plagiarism. Considering how many graduate students write excellent research papers, turnthem in and never follow up on the subjects, one can only guess how many of those papers are being recyaled without attribution in the wild proliferation of scholarly journals designed to facilitate the meritogracy engendered by "publish or perish."

Until scholars can more clearly express what actual harm results from scholarly plagiarism, preferably in terms of dollars, I predict prevention-even by close refereeing-will be difficult, if not impossible

EILLEN N. WAGNER

Drummond Rennic asks, "If we don't take a stand on plugiarism. what the hell $d\sigma$ we take a stand on? would reply: Take a stand on accuracy. The author who writes things that are not true causes much more harm than the one who simply neglects to mention, when presenting alid material, that someone else has written the same things in the past.

In some fields, at least, the publication of false material is also a much more common problem than plagiarism. I have been working for the past few years on the history of the Vietnam Wur. I cannot recall secing or hearing of a serious case of plugia rism, but much of what I read is sprinkled with faulty geography, spurious quotations, anachronisms, and every other sort of factual error.

I am not denying that plagiarism is a serious problem or that plagiarists should find themselves in trouble. but what is far more important is that people who publish inaccurate material should also find themselves in EDWIN E. MOISE Professor of History Clemson University Clemson, S.C.

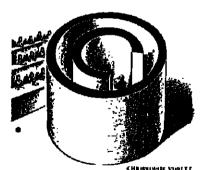
Fair use questions blague copyright law

TO THE EDITOR: Raymond Tackett made some good points in his Opinion piece,

"Copyright Law Needs to Include 'Fair Use' for Course Materials.' (February 12). The frustrations of securing permission from publishers and the unreasonableness of some publishers' pricing schedules are common knowledge to academics.

However, Mr. Tackett omitted one important fact about the Kinko's suit (Basic Books v. Kinko's Graphics Corporation) that has caused so much chaos in the academy. The judgment in that case only extends to for-profit copy shops. Universities that run in-house, non-profit copy shops may enjoy a protection similar to the protection library copy-machine users enjoy. Fair use does not permit unlimited and indiscriminate copying in either case, and universities may decide that it is imprudent to test the point. But short of sending students to the reserve desk, a nonprofit, in-house copy shop may be the best short-term solution.

It is perhaps unreasonable to ex-



pect Mr. Tackett to point this out given his association with a proprietary copy shop. And he is surely right in law's guidelines on photocopying for educational use. From my research 1 have come to the conclusion that the real conceptual error is to assume that copyright holders have a perfect right to set prices and terms for per-

Antitrust suits in the music industry corrected this error in our thinking about property rights for music. The clearinghouses in that industry have streamlined royalty collection and do not grant copyright holders unlimited discretion to set royalty fees. Ironically, it is ensier for a bar owner to legally play records on a juke box than it is for uni-

Continued on Following Page





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OPINION

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Bulletin Board

Letters to the Editor

Continued From Preceding Page versity professors to legally spin the Western tradition in their classroom. MARK ALTINO Assistant Professor of Philosophy Georgaga University Spokane, Wash.

TO THE EDITOR:

Raymond Tackett's commentary on the need to revise the copyright law identifies some of the problems the Kinko's decision and its application have created. But its negative effects go far beyond the difficulties experienced by Tackett in securing permissions to reprint materials for course packets.

Exceedingly narrow interpretations of the concept of "fair use" as specified in the copyright law are causing very serious additional problems for students, teachers, and scholars. Some of the difficulties experienced by myself and other colleagues are illustrative. Concern about possible copyright infringement has reached such heights here that the employees of the campus copy shop generally refuse to photocopy any document that bears a copyright.

Consequently, they will not make a single copy of an article or even a page out of a copyrighted journal that a faculty member or student may require for research, teaching, or study, even though such copying and use clearly full within the "fair use" concept as specified by the law. They have even refused to photocopy sinale copies of articles that I have written, although after extended discussion they have usually relented on this point.

Tackett suggests that the costs and difficulties in securing copyright permissions for course packets will drive faculty members to abandon the use of packets and to place materials on reserve in the library. That may well be true, but they may find scant refuge for those materials in university and college libraries. On this campus, the university library will only put a photocopy of an article or book chapter on reserve once-even if it owns the periodical or book. Such a policy places an undue constraint on instructors' ability to teach effectively and denies students reasonable access to published

Perhaps the problems with photocopying and the copyright law that I have experienced are unique. I hope that is the case, but I doubt it. The long-term effects of the present copyright law may be to further enrich

If the two gentlemen in Chris

Burke's February 5 cartoon were tru-

ly Latin scholars, then they would

exchange "mea culpae" rather than

"culpas"! As a former Latin teacher.

PATRICIA H. PHELPS
Adjunct Professor of Secondary Education

Six editors of The Chronicle de-

bated this point for a total of 1/2 per-

son-hours (two favored mose culpse)

and came down on the side of mea

culnus for reasons so arcane that

none of us can remember what they

were. Nostra culpa. -The Editor

ofessor of Secondary Education University of Central Arkansas Conway, Ark.

I could not let this go uncorrected.

TO THE EDITOR:

ers, and scholars, it reduces the free flow of information and will have serious negative consequences on teaching, research, and the creation of new knowledge. Congress should revise the present copyright law to protect the legitimate needs of the scholarly community.

ROBERT B. KENT Associate Professor of Geography University of Akron Akron, Ohio

the collection. Macmillan wanted

\$600 for about 10 pages of Marjorie

K. Rawlings's Cross Creek; the infa-

mous Copyright Clearance Center

wanted 25 cents per page per copy

for 15 pages of Desmond Morris's

The Naked Apc. For 20 pages of

Kineship and the Gods, published in

1948, the University of Chicago

Press wanted \$160. For 10 pages of a

1957 translation of Beowulf, Penguin

Books wanted \$240 (I used a 19th-

century translation and forgot the

whole copyright mess). For 18 pages

from John G. Neihardt's Black Elk

Speaks, the University of Nebraska

Press wanted \$200. For an essay by

Joel Feinberg, the University of

Georgia Press wanted \$500. Then

there was my all-time favorite-\$800

for 9 pages from Ernest Heming-

What did I do? Well, I paid out of

my own pocket all permissions of \$50

and under. I am still in debt about

\$650, which I am recouping gradually

by charging students about \$5.00

more than it costs to have the materi-

limit of 400 copies, after which the

copyrights will expire. By the way, I

was denied permission to publish

anything at all by Loren Eiseley and

Culpo, Culpas, Culpat

ture Writing.

way's Death in the Afternoon.

То тиг Епток:

I also contacted my professional The article on problems with classassociation about this matter. The reading packets assembled and cop-American Association of University ied for courses struck a very raw Professors' committee on publicanerve. I teach a course for which no tion, research, and similar matters commercial reader exists; I had no discussed the issue, but nothing of alternative except to assemble my any substance came out of two years own textbook. It look me two solid of contact with them. years to track down copyright own-Something must be done. Educaers and pay for permissions to use material. I was absolutely outraged tion cannot be held hostage to the by the charges publishers set on this greed of publishers. What possible very modest classroom use for mayneed do they have for keeping educabe 30 students a year. I have sometional material out of the hands of 30 thing like 45 different essays, exstudents a year who aren't going to cerpts from novels, poems, etc., in

SHARON SCHOLL Chair of the Humanities Division Jacksonville University

So I took most of a summer and

wrote very careful précis of all the materials denied me. No, it isn't

Hemingway: Eiseley's dulcet prose

my students will never get, but at

least those writers' ideas are not un-

We complain, criticize, and act so

superior to nations such as mainland

China where there is political censor-

ship of information, but we actually

have a fierce economic censorship.

In this country you really are not

permitted to have free access to

ideas; you can have only those you

are willing or able to pay to ac-

available to my students.

Science should guide homosexnality studies

buy 45 books for one course?

In response to the article in the February 5 issue of The Chronicle of Higher Education ("Studies Linking Homosexuality to Genes Draw Criticism From Researchers"), I would like to offer a few observations concerning the nature-vs.-nurture debate related to sexuality. I am speaking from the viewpoint of a concerned geneticist, therefore my sexual preference is not relevant to this nor to any other purely scientific discus-

First, I find the underlying tone of the article a bit disturbing. Returning to the basics, the goal of science is simply to seek order in nature. With that simple assumption, scientific endeavors to find the extent to which als printed. And after all this, I have a heredity determines sexuality are merely a logical progression in biological research. I imagine that every era has had some questions where the possible answers created con-Carlos Casteñada. Not long after- cerns among certain factions. Inincluded in new commercial publicascience ever truly exist as separate

tions such as the Norton Book of Naentities. Beyond my concerns about the Did all this discourage me? No, but clouding of a possible sexuality-geit made me absolutely determined netic link with political concerns, to thors, but for most students, teach- that material in one form or another. tific importance of seeking the an-

LATIN SCHOLARS EXCHANGING

CULPAS

swers, I feel that many involved are anticipating/fearing a simple answer to an extremely complex problem. Looking at the problem of the inheritance of sexuality from basic genetic concepts, one can quickly understand that a clear answer may not be soon forthcoming. Since phenotype depends on both genotype and environment, including any interactions

BETWEEN

COLLEGE

LOANS

the problem, and therefore the answer, begins to unfold. The research on twins seems to indicate that we may be dealing with a quantitative, or polygenic, trait and not a qualitative trait with simple Mendelian inheritance. If only 52 per cent of identical sets of twins were both homosexual, a lot of room obviously remains for an environmental

The bottom line appears to me to be that the best we may ever be able ward I saw portions of their writings deed, only in utopia will politics and to do is show some level of genetic predisposition to heterosexuality, homosexuality, or bisexuality. . . .

Regardless of the possible answers and the political ramifications of the publishers and a tiny minority of authat my students were going to have the point of missing the purely sciento pursue such answers simply for the sake of science and be allowed to do so without the concern for political and factional pressure.

WALTER W. GLARHEART

Addressing criticism of scholarship on de Soto TO THE EDITOR:

The allegations of scholarly malfeasance summarized by David Henige in his letter ("We may never know if 'de Soto camped here.' '

Letters to the Editor, February 5) were first presented by him at a conference on the de Soto expedition at the University of Arkansas in 1990. His presentation, along with a response by me. Chester DePratter. and Marvin Smith, will be published next year by the University of Arkansas Press in a volume edited by Glo-

- ABBott ria Young. Any and all are invited: read this volume and to decide! themselves whether my associaand I are willing and effective is: dressing criticism.

Those who do not wish to wait publication of this volume are: ferred to our replies to criticismi the Working Papers of the Alaha de Soto Commission, Americans tiquity 52(1987):845-856, Southout between the two, the complexity of ern Archaeology 9(1990):14018 and The Florida Anthropolist 43(199th: 36-42. Some criticismol work is so lacking in ment that & have not responded, and we have a responded to criticism that is not reiteration of criticism already #

swered. Henige imagines himself to be a guard dog at the door of the templed methodological purity. But one co only wonder at how he arrived also assertion that the route of John Red Swanton has as much "epistemologic cal standing" as our own. Souther ern archaeology was only in its in cy at the time that Swanton and Many hundreds of loth-century # tive sites have been discovered by archaeologists during the half colo ry since Swanton wrote. We at ka correlated de Soto's route known 16th-century archaeologica

CHARLES HUSSA Professor of Anthropag University of Group University of Group Athem. Gr

The large volume of letters to the editor of The Chronicle prompts this suggestion: Limit the length, where possible, to 500 words. In the competition for space, short letters must sometimes be given preference. Letters may be condensed.

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Academic Advising Academic Counselor for Intercollegiale Athletics. Beginning July 1, 1992. Qualifications: advanced degree in guidance and counseling or related area required. Learning Specialist credentials and diagnosale testing experience preferred. Demonstrated success in academic counseling, preferably within an intercollegiate athletic department. Genation intercollegiate athletic department. Genation intercollegiate athletic department, demains intercollegiate athletic department. Genation intercollegiate and subsetty of areas impacting academic expectations and performance. Administer/interpret diagnostic tests. Coordinate and supervise implementation of academic support programs. Majutain accurate and complete studentablete files and records. Salary communitation of academic is April 10, 1992. Send letter of application, résume, and three recent letters of recommendation to: Pam Bradetich, Chair, Search Committee, Bohler 107, Pullman, Washington 99164.

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Scholars and for planning the future of the
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to teach in herfuls specialty outside of the
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encouraged to apply.

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AMERICAN UNIVERSITY IN BULGARIA

Applications are now being accepted from faculty interested in teaching at the American University in Bulgaria (AUBC). The AUICO has been established with the assistance of the University of Maine, which has special lished with the assistance of the University of Maine, which has special authority over academic, standards and programs. The AUBQ, a college in the American liberal arts tradition, is currently in its first full year of operation. It is located in Biagnevgrad, a city of 75,000, approximately (10 km west of Sophia. The student body for 1992-93 will consist of both first, and second-year students and is projected to be 350-400. Students are admitted through an open, competitive process and come from several countries. All instruction will be in English.

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Applicants should include a cover letter; a curriculum vitae; and names, addresses, and telephone numbers of references. Send to AUBQ Faculty Selection Committees. University of Maine, 209 Alumni Hall, Orono, ME. 04469. Applicants should request that referees send letters directly to Selection Committee. Review of complete applications will begin March 8. The University of Maine is an Affirmative Action. Equal Opportunity Employer.

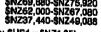
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THE UNIVERSITY OF AUCKLAND New Zealand

DEPARTMENT OF PSYCHOLOGY

A LECTURESHIP IN PSYCHOLOGY (Vacancy UAC. 120) The Department wishes to strengthen its teaching and research in psychology. The area is open, but the applicant will be expected to contribute to one or more of the areas currently represented. These are human psychophysiology, learning and operant behaviour, sensory process, clinical psychology, psychology and cognitive psychology, ergonomics, developmental psychology and cognitive psychology.

Applicants should have a doctorate, some teaching experience, and a proven research record in one or more of the areas above, or in related areas. A LECTURESHIP IN BIOLOGICAL PSYCHOLOGY (Vacancy UAC. 119) The Department wishes to extend its teaching programme into more biological areas of Psychology. The areas of interest include hehavioural ecology/

comparative psychology and neuroscience.

The interests of the applicant should be complementary to the areas currently strongly represented. These are: human psychophysiology, learning and operant behaviour, sensory process, clinical psychology, psycholinguistics, neuropsychology, and cognitive psychology. It is hoped that the appointee will develop research interests in common with some of these areas, and perhaps with other appropriate departments of the University. There is also the potential for collaboration with other biological science, the School of Medicine, and Auckland Hospital. comparative psychology and neuroscience.

Applicants should have a doctorate, some teaching experience, and a proven research record in one or more of the areas above, or in related areas. A LECTURESHIP IN CLINICAL PSYCHOLOGY (Vacancy UAC. 121)

A LECTURESHIP IN CLINICAL PSYCHOLOGY (Vacaucy UAC. 121)
Current staff members associated with the clinical psychology programme teach and carry out research in a range of areas including clinical neuropsychology, learning disabilities, psychotherapy, systems theory/family therapy, feminist therapy and postmodern psychology. There are excellent opportunities for collaborative work with psychologists and other leadth professions within the Auckland area and the wider community. The necessary qualification for Clinical Psychologists in New Zealand is a Master's or Ph.D. degree plus Diploma in Clinical Psychology.

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and related teaching/research experience at tertiary level.

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Application Procedure: Please send by fax or by mail complete CV and transcripts to the Personnel Section, Hong Kong Baptist College, 224 Waterloo Road, Kowloon, Hong Kong (Fax: (852) 339-7371). Candidates should also ask at least three referees to write directly to the College. Deadline for application is 8 April 1992.

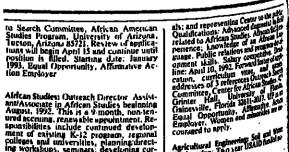
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Faculty of Nursing

Australia

THE ROZELLE HOSPITAL CHAIR OF PSYCHIATRIC NURSING

Reference No. 09/02 Applications are invited from suitably qualified nurses, who as aligible for registration in New South Wales, for the next established Rozelle Hospital Chair of Psychiatric Nursing at the University of Sydney. The appointee will be expected to prove foundation leadership in clinical practice, and will be base pilmarily at the Rozelle Hospital while being a member of the Department of Psychiatric Nursing and Mentel Health Studies within the Foculty of Nursing at the University. The position will be available for five years in the first instance with the possibly of renewal subject to funding.

The appointee should have an outstanding career in the field of psychiatric and mental health nursing with relevant experience within the clinical setting as well as in teaching research and

The appointee will be responsible for undergraduate and postgraduate teaching in psychiatric and mental health make and will be expected to undertake and aupervise research. and will be expected to undertake and supervise research.

The Rozelle Hospital is a major referral and teaching hospitally within the Central Sydney Health Services providing specially services in areas such as drug and sicohol, acute one pschogerialrics and rehabilitation. The Nursing Division of the hospital has a commitment to fostering excellence in citize nursing practice and has led the way in the development and introduction of nursing diagnoses specific to this specially. Informal enquiries concerning the Chair should be directed a Professor R L Russell, Dean, Faculty of Nursing, The University of Sydney, (612) 517 0819.

It is anticipated that interviews for the Chair will be held within months of the closing date. The University reserves the right's appoint by invitation and not to proceed with any appointer for financial or other reasons.

Salary will be within the range \$73,800 - \$77,900 per amum. (Top of the range will not be evallable until 23 July 1992). Provision is also made for private consulting in accordance the University's regulations. Assistance with relocation expens Closing: 14 May, 1992

Method of application: Four copies of the application, quali-reference no., and including curriculum vitae, list of publication and the names, addresses and fax nos., of at least three and more than five referees.

All applications to be sent to : Assistant Register (Appointments), Stolf Office (KO7), The University of Sydney, N.S.W. AUSTRALIA by the above closing date.

Equal employment opportunity and no smoking in the workplace are University poli



THE UNIVERSITY OF HONG KONG

Lecturer in the English Centre (Ref. 91/92-80)

Applications are invited for a Lectureship in the recently establish English Centre at the University of Hong Kong, tenable from Mayor September 1, 1992. The appointee will be primarily involved in dead coping and in teaching English language programmes designed be anhance the prolicionary in English of undergraduates studying and range of subjects in the humanities and sciences. There are also pays for course development at Master's level in the area of applied inguity.

Candidates should have: a higher degree in applied linguistics related field; considerable experience of teaching English atumes ty level to students whose first language is not English; and public tions in any relevant area of applied linguistics.

Annual salary (superannuable) is on a 11-point scale: HK\$99.39 516,480 (approx. US\$1 = HK\$7.80 as at February 25, 1982, 5160) salary will depend on qualifications and experience. At current mix salary will depend on qualifications and experience. Children's educing salary will not exceed 15% of gross income. Children's educing allowances, leave and marked benefits are provided: housing of the ancy allowances are also provided in most cases at a charge

Further particulars and application forms may be obtained from ky pointments (40403), Association of Commonwealth Universities, Gordon Square, London WC1H OPF UK, or from the Appointment OPF UK, or from the Appointment of Hong Kong, Hong Kong (FAX (63) University of Hong Kong, Hong Kong (FAX (63) University of Hong Kong, Hong Kong, FAX (63) University of Hong Kong, Hong Kong, Hong Kong, FAX (63) University of Hong Kong, Hong Kong

Closes: 8 May 1992.

BULLETIN BOARD: Positions available

Applications are invited for the following appointments: DOCUMENTALIST/ASSISTANT LIBRARIAN

Institute of Research (Vacancy No. NIR 2/92)

The appointee will assist in the processing of non-conventional materials, and produce a variety of indexes and bibliographies in the field of socio-soonomic development. Familiarity with computers is necessary whilst knowledge of Micro CDC/ISIS software together with experience in a special library will be an added advantage. Applicants should have a degree in social sciences/humanities plus a postgraduate qualification in Library/Information Sciences and at least three years' post-professional training. Candidates with a science degree may also apply.

Closing date: 16 April 1992.

RESEARCH FELLOW IN EDUCATION (natitute of Research (Vacancy No. NiR 3/92)

(Vacancy No. NIR 3/92)

The appointee will undertake research and consultancy on educational issues, taking a macro level perspective; work towards strengthening links between NIR and various organisations at the national regional and international levels; and develop research and other activities of the unit and the institute. Applicants should have at least a Master's degree (but preferably a Ph.D.) in the Social Sciences (including Education). Also required are a working knowledge of social science research methods and a good record of publications in international journals (preferably in and on Africa). Knowledge and use of computers will be an added advantage. Batewans who do not have the required experience but have the necessary academic qualifications may apply for consideration as Staff Development Fellows. Closing date: 16 April 1992.

ASSOCIATE PROFESSOR/SENIOR LECTURER/LECTURER IN COMPUTER SCIENCE (Vacancy No. S/CS 1/92)

Preference will be given to applicants working in the following areas of specialisation: Programming Languages, Operating Systems, Database Systems, Computer Architecture, Information Systems/Systems Analysis and Design, Software Engineering, Administration and Business Computer Applications, Communications Techniques and Computer installation Management. In addition, successful candidates will be required to conduct research and participate in developing the new Department, which has extension and up-to-date computer facilities. Applicants should have at least a Master's degree (but preferably a Ph.D.) in Computer Science and should state the level at which they would like to be considered. Closing date: 16 April 1992,

LECTURER IN PHYSICS (Vacancy No. S/P 1/92: 2 Posts)

Applicants should specialise in one of the following: Geophysics, Environmental Physics (Atmospheric Physics, Radiation Physics, etc.).
Appointees will be required to design and teach Physics courses at all lawls and to undertake research and other activities of the Department and Faculty. Applicants should have at least a Master's degree but preferably a Ph.D. In Physics. Closing date: 10 April 1992.

Remuneration per annum: Lecturer/Research Fellow P24,335-P52,332: Senior Lecturer P50,208-P59,376; Associate Professor P51,598-P66,516; Documentallet/Assistant Librarian P17,124-P48,000. Fringe benefits Include Motor Car Purchase Advance Scheme, an optional 85% UB funded medical sid plan, car allowance at 15% of basic salary for staff earning a basic salary of at least P31,332 per annum and free tuition for spouse and up to four dependent children on courses offered by the University but not at its affiliated and associated institutions. Additional benefits for expatriate staff include: aducational allowance for up to four dependent children and gratuity at 25% of basic salary on successful completion of a two-year contract.

Applications quoting the vacancy number of the post applied for, full and up-to-date CVs, certified true copies of educational certificates and names and addresses of three academic referees should be addressed to the Assistant Registrar (Academic Staffing), University of Boiswans, Private Bag 0022, GABORONE, Botswans, Applicants should inform their referees to submit references direct to the University before the stipulated closing date. Please note that applications with incomplete information may not be acknowledged. Applicants resident in the UK should also send a copy to the Appointments Officer, Association of Commonwealth Universities, 36 Gordon Square, London WC1H OPF.

SEMINARY FACULTY

Phillips Graduate Seminary, an accredited ecumenical seminary affiliated with the Christian Church (Disciples of Christ) located on two campuses in Enid and Tulsa, OK, invites application for the following senure track positions (assistant or associate professor level):

Church History—Ph.D. in Reformation, Modern or American Church History required. Preference given to applicants also able to teach Disciples History. Primary leaching responsibility at Tulsa campus. Send application, including CV and three references, to Dr. E. Price, PGS, 600 8. College, Tulsa, OK 74104; before April 6, 1992.

Preaching—Ph.D. required; ordination preferred. Ability to offer some courses in an additional discipline an advantage. Primary teaching responsibility at Enid campus. Send application, including CV and three references to Dr. H. Hett, Box 2335, University Station. Enid, OK 73702 before April 6, 1992. EOE/AA.

diog, Buada College of Agriculture, Malament, Surveying and Soil Erosion, Elthorn Name Scansing, Hydrology and
lydrakes, Conduct research in land use
paneling and erosion assessment on small
scale farming. Oradinate degree in Agricultural Engineering or government,
and research experience, and developing
county experience, and developing
county experience, preferably in Africa,
cackeny for Educational Development,
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D. C. 2007. EDE/MFFRAV.

Agricultural Engineering: Instructor/Assistlat Professor.

In Section 1. Section 1. Section 1. Section 2. Section *******************

Additional Information may be obtained from Professor A. W. Roberts, Director of the School of Engineering, telephone +61 49 21 6067.

CHAIR OF COMPUTER ENGINEERING

THE UNIVERSITY OF NEWCASTLE New South Wales, Australia

Applications are invited from suitably qualified candidates to fill the position of Professor of Computer Engineering in the Department of Electrical and Computer Engineering.

The Department consists of 14 academic staff and 12 technical and secretarial support staff. In addition to the advertised chair, there are chairs in Electrical Engineering, Microelectronics and Power

Department of Electrical and

Computer Engineering

Position No. A52/92)

The Department has a Special Research Centre in Industrial Control Science, which employs its own support staff and attracts a number of visiting academics.

The Department and the Centre have approximately 20 graduate students and receive substantial funding for their research. In the computer engineering field, the current areas of concentration are massively parallel systems, special purpose architectures, VLSI and real-time software design.

The computing equipment within the Department includes a network of Apollo workstations, a number of smaller machines such as IBM-PC compatibles and Apple Macintoshes, and a variety of inhouse constructed microprocessor boards. Members of the Department also have access to the University Computing Centre's VAX and SUN machines as well as the Faculty of Engineering's network of Sony workstations.

It is expected that applicants will have a distinguished record of research and/or substantial industrial development work in the areas of computer engineering or related fields. The applicant is expected to show leadership in research, teaching and industrial interaction in computer engineering. The Professor will have primary responsibility for all computer engineering activities within the Department.

Salary: The salary for this position is \$A73,800 p.a., expected to rise to \$A77,900 p.a. in August 1992.

rofessors have the right of limited private practice.

The University reserves the right to fill the chair by invitation or to

Applications close on Friday 29 May 1992.

LECTURER

(Position No. A50/92)

The successful applicant will be required to undertake lecturing and research in the areas of Computer Engineering and/or Electronics and/or Communications or a related relevant area.

Applicants must have: • A PhD or equivalent qualification A record of significant research capability and/or development work in the areas of Computer Engineering and/or related areas as

Teaching experience at University level and a broad understanding of the field of Computer Engineering are desirable.

Additional information may be obtained from Dr R E Betz, Head of Department, telephone +61 49 21 6091.

Salary: Salary will be within the range \$A39,463 p.a. - \$A47,150 p.a. Lecturers have the right of limited private practice.

Applications close 1 May 1992. GENERAL INFORMATION:

Purther information concerning conditions of employment may be obtained by contacting the Recruitment Unit, telephone: +61 49 21 5255 or Fax: +61 49 21 5285.

Applications quoting the appropriate position number (to be shown also on front of envelope) and including full details of qualifications and experience and the names, addresses and telephone numbers of three referees should be addressed to reach the undermentioned by the date specified above.

Deputy Director (Recruitment)
The Staff Office The University of Newcastle, NSW 2308

The University is an Equal Opportunity Employer and has a policy of no smoking in the workplace.

COMMUNITY COLLEGE THE CAYMAN ISLANDS

Applications are invited from graduates for the following posts at the Community College of the Cayman Islands for Soptember

1. Accounting—up to ACIB/ATT levels plus Commerce/Business Studies
2. Mathemitics—up to 'A' and 'AS' levels plus Computing
3. Auto-Mochanics/Welding/Related areas
4. Food and Beverage Production/Service
5. Hospitality Operations/Menagement

ACIB-(Associate of the Chartered Institute of Bankers-Brit-

AAT—(Association of Accounting Technicians—British)
AS—(Associate of Science degree)
A—(Advanced level—British) These are challenging positions requiring flexibility and the ability to relate to a wide range of academic backgrounds and a

willingness to contribute to curriculum developm Salary commensurate with qualifications and experience on the scale \$24,444-\$37,644 per annum (CI \$1.00 = US \$1.20) Please send application, curriculum vitee and university transcripts by March 23, 1992 to:

THE COMMUNITY COLLEGE OF THE CAYMAN ISLANDS BOX 702 CT, GRAND CAYMAN, CAYMAN ISLANDS, BWI TEL: (809) 949-9580, FAX: (800) 949-8781

ics or Agriculturat Education required. One to three years' industry and/or teaching experience required. Extensive experience in modern farm machinery operation and maintenance, and small power equipment desirable. Pilling of position dependent upon funding availability. Applications from women and minorities encouraged, Letter of application and résunde, which must be received by April 16, 1992 to: Director of Employee Relations, State University of New York Colless of Agriculture and Technology, Morrisville, New York 13408. An EEO/AA Employer.

Anatomyr Gross Anatomy. The School of Podiatric Medicine at Barry University seeks applicants for assistant or associate professor of Gross Anatomy. Requirements: Ph.D. with preparation in anatomy with background in histology; commitment with background in histology; commitment to teaching podiatric medical students; preferred minimum five years full-lime teaching land three letters. Responsibilities include lecture, cadaver laboratory, and student advising. Send résume, transcripts, and three letters of recommendation to Criet Hvans, D.P.M., F.A.C.F.S., Dean desired for application, re-

Barry University School of Pediatric Medicine, 11300 Northeast Second Avenne, Mismilkores, Florida 3161.

Animal Science, Assistant Professor of Range Animal Science (Three 9-month provided than 1997 and 1997 a

Faculty Position with Administrative Responsibility for Medical Education

The East Carolina University School of Medicine invites qualified applicants for a faculty position with academic rank appropriate to candidate's qualifications, and responsibilities as Director of Medical Education. This is a new position established to provide support in student and faculty evaluation, educational research, and faculty development. A primary initial responsibility will be the implementation of an in-house faculty development program which will address issues in teaching, research, and career development and management for faculty at all levels. Applicants should have experience and expertise in curriculum development and evaluation and in faculty development.

uation and in faculty development.

For administrative responsibilities in medical education, the person occupying this position will report directly to the Associate Dean. School of Medicine, who has responsibility for oversight of medical education. Both existing and newly appointed support positions will be available. The Director of Medical Education will be expected to serve on curriculum committees, student grading and promotions committees, and other committees directly related to the educational process. This person will provide consultative and support services to the medical education program, with the assistance of other personnel already in place. Leadership in the expansion of the school's medical education research program is also expected. The position is fully supported by the institutional budget. Tenure track appointment in an appropriate academic department is anticipated consistent with experience and credentials.

Respirements: Candidates must have an extract directorate in education or necessary.

Requirements: Candidates must have an earned doctorate in education or a related field, and significant experience in medical education, faculty development and evaluation. Salary is competitive and commensurate with credentials.

Applicants should submit a letter of application, a curriculum vitae, and the names of three references to:

Thomas G. Irons, M.D. Associate Dean School of Medicine East Carolina University Moye Boulevard Greenville, NC 27858-4354 Telephone: (919) 551-2983

East Carolina University is a constituent institution of The University of North Carolina, an Equal Opportunity, Affirmative Action Employer, Applicants must comply with provisions of the Immigration Reform and Control Act.

Douglas V. Ameirong, Chair, Search Connaintee, Department of Anthropology, Syracuse University, 368 Bowne Hall, Syr-acuse, New York 13244-1200. Women and manority candidates strongly encouraged to appty. AA/EOR.





THE UNIVERSITY OF AUCKLAND

New Zealand

Department of Management Studies and Labour Relations

School of Commerce and Economics

Applications are invited for the following newly created posts: Lectureship or Senior Lectureship in Entrepreneurship and New Venture Management (Vacancy UAC.118)

Applications are invited from caudidates with interests in the above areas. for positions in a rapidly growing, research-oriented department in New Zeahand's premier Business School.

Applicants will normally have a postgraduate qualification (a doctorate in the case of the Senior Lectureship) and relevant research experience. Tenured positions, or contracts of 3 to 5 years may be negotiated. Electureship or Nenior Lectureship in Management Studies (Vacancy UAC, 117)

Applications are invited from candidates in the areas of general managenient, management of intuvation and charge, entrepreneurship, new ven-ture management, management of quality, and management of diversity. Applicants should have tertiory qualifications, and will preferably have completed a doctorate or be in process of completion. It is important that candidates have some practical or consultancy experience.

Applicants who also have experience or revearch/leaching interests in other fields in which the Department is involved will be especially wel-

Lectureship or Senior Lectureship in Labour Relations (Vacancy UAC-116)

Applications are invited from candidates in any area of labour relations. Candidates may have a combination of research, teaching, and practical experience. The successful applicant will almost certainly have a doctoral experience, the succession approximation with an involved and years descend of research publication. Practical experience in lubour relations, on either the employers' or unions' side or in an independent capacity, will be an advantage. Applicants in labour relations, who also have experience or research/ teaching interests in fields relating to other fields in which the Department is involved will be especially welcome.

Lectureship or Senior Lectureship in Management Studies Temaki Campus (Vacancy UAC.115)

Tamaki is a new satellite campus being developed 12 km from the main University centre to cater, ultimately, for 7,000 students.

Onversity centre to cater, unimately, for 7,000 students.

Applications are invited from candidates with interests in organizational behaviour, organizational behaviour, organizational behaviour, organization theory, and general management, for positions in a new academic development, which offers research and teaching work within an established research-based academic department while simultaneously being involved in a new interdisciplinary business studies programme. Applicants in the areas indicated above, who also have experience or research/teaching interests in fields relating to laternational management or information technology, will be especially welcome.

Commencing salary will be established within the range \$NZ37,440-\$NZ49,088 per annum (Lecturer) and \$NZ52,000-360,944 per annum (Se-

Conditions of Appointment and Method of Application are available from the Assistant Registrar, Academic Appointments, University of Auck-land, Private Bag, Auckland, to whom applications should be forwarded to by 18 MAY 1992.

Please quote the relevant Vacancy Number in all correspondence.

The University of Auckland
An Equal Employment Opportunity Employer

Assistant Professor Early Childhood Education

Responsibilities include teaching courses in early childhood education and supervising undergraduate students in teacher preparation program. Ed.D/Ph.D. in early childhood or related field required and experience in teaching young children and college students. Preference given to individuals with background in multicultural education, bilingual teaching, and/or special education. Please send vita, statements of teaching philosophy and research interests, and three letters of recommendation to Dr. Theresa Perry, Undergraduate Dean, Wheelock College, 200 The Riverway, Boston, MA 02215. Completed applications received by April 1, 1992, will receive priority consideration. Wheelock College is an Affirmative Action/Equal Opportunity Employer and is committed to Employer and is committed to diversity. Women and people of color are encouraged Wheelock

Anthropology: Assistant Professor of Anthropology. Tenue truck beginning Full of 1992. Responsibilities include supervising undergruduate more and teaching courses in introductory anthropology, acader, evolution and religion. Ph. D. and some graduate coursevoit in Sociology are ferred.

Aquaculture: Bivalve Aquaculture, Department of Andmal, Veterinery, and Aquatic Sciences. University of Maine, Orono, Maine Otto. The Department of Animal, Veterinary and Aquatic Sciences at the University of Maine seeks applications for an Assistant/Asociate Professor of Animal/Aquatic Science. This position is a 9 month tenure-track research and teaching position. Time is devoted 50% to Experiment Station Research and 40% to teaching. The successful candidate will teach Aquaculture. Shellfishories Biology and an upper level course in the candidate's area of expertise. The successful candidate is

bilion and religior. Fit.D. and some graduate coursework in Sociology preferred. Successful candidate miss demonstrate a strong commitment to undergraduate teaching. Opportunities exist for scholary by the strong commitment to undergraduate teaching. Opportunities exist for scholary in an appropriate area of biological science with experience and interest in bivative accordance to the scincille. Copies of research and names of three professional references in Dr. Grace 8. Martin. Department of Psychology, Armstrons State College, Savannah, Georgia 3419-1997. AAPCOE. Millionity applicants are encouraged to apply. Clorigia is an open records rate. Response deadline is May I. Applicants may call the Department of Psychology, 1912/927-5286, for further information.

Aquaculture: Bivative Aquaculture. Department of Animal, Veterinary, and Aquatic Sciences. University of Maine Seeks applications for an Assistant/Aspociate Professor of Animal, Veterinary and Aquatic Sciences at the University of Maine seeks applications for an Assistant/Aspociate Professor of Animal veterinary and Aquatic Sciences at the University of Maine seeks applications for an Assistant/Aspociate Professor of Animal veterinary and Aquatic Sciences at the University of Maine seeks applications for an Assistant/Aspociate Professor of Animal veterinary and Aquatic Sciences at the University of Maine seeks applications for an Assistant/Aspociate Professor of Animal veterinary and Aquatic Sciences at the University of Maine seeks applications for an Assistant/Aspociate Professor of Animal veterinary and Aquatic Sciences at the University of Maine seeks applications for an Assistant/Aspociate Professor of Animal veterinary and Aquatic Sciences at the University of Maine seeks applications for an Assistant/Aspociate Professor of Animal veterinary and Aquatic Sciences at the University of Maine seeks applications and the University of Maine seeks applications and the University of Maine seeks applications and the University of Maine seeks applications a

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FACULTY VACANCIES

Anoka-Ramsey Community College Coon Rapids, Minnesota

Anoka-Ramsey Community College is part of the MN Community College System. Our Coon Rapids campus, located in the suburban area of Minne-apolis/Si. Paul, enrolls about 0,000 students. Our Cambridge campus, ap-prox. 45 minutes north of the metro area, enrolls approx. 1,400. ihe following full-time faculty vacancies begin 9/92. Application deadline is 9/17. Starting salary range is \$25,800-\$34,930, depending on educ, and exp. A more detailed vacancy notice will be sent upon receipt of application

Coon Rapids Campus

CHEMISTRYINATURAL SCIENCE: Teach chem, and nat. sci (astron. and geol.). Qual.: Master's degree in chem. with grad, work in nat. sci. preferred. ENGLISH: Teach English comp. (dev. through transfer level) and lit. or related Engl. Assign. Qual.: Master's degree in Engl. or closely related field. HEALTH: Teach health (personal and community, drugs/alcohol/toh., first aid, CPR, nutr.). Qual.: Muster's degree in health, current Red Cross cert, for teaching first-aid and CPR.

NURSING: Teach in the two-year or accelerated assoc. degree risg. program. Qual.: Master's degree in nursing, risg. admin., risg. educ., public health risg., or a risg. clinical specialty. Current RN licensure. Min. of one yr.

PSYCHOLOGY: Teach psych, courses (Intro. to Psych., Abnormal, Child, etc.). Qual.: Master's degree in psych. Cambridge Campus

GEOGRAPHYHISTORY: Teach geog. as primary assign. (U.S., physical, reg.), also U.S. hist. Qual.: Master's degree in geog. with coursework in hist. MATH: Teach math (basic arith, through calculus). Qual.: Master's degree in

Apply by sending letter of application, current resume, and transcripts to Search Committee, Atm: Personnel Office, Anoka-Ramsey Community College, 11200 Mississippi Blvd., Coon Rapids, MN 55-33. Interviews will be scheduled after initial screening of applications. Travel expenses to be paid by the candidate.

EEO/AA Employer

University Of Florida, College of Education

Departments of Instruction and Curriculum, and Special Education

Two Assistant Professor tenure-track positions in a collaborative Early Childhood/Early Childhood Special Education program. The program is a new specialization in the College of Education's nationally recognized PROTEACH teacher education curriculum. Each position is rostered in its respective department. These positions involve teaching undergraduate and graduate courses, supervision, research, and service. Sulary is competitive. Requirements for both positions include (a) doctural degree in an appropriate discipline, (b) professional experience with young children, and (c) evidence of potential for significant scholarly accomplishment. Proference will be given to candidates with experience in university teaching and supervision, and proposal writing. Applicants must be committed to interdisciplinary collaboration in the education of early childhood professionals and a full inclusion model of service delivery.

Early Childhood: Candidates for this position should have training and experience in working with kindergarten and primary-aged children, and expertise in several curricular areas (e.g., mathematics, social studies, etc.). Applications should be sent to Dr. Linda Lamme, 258 Norman Hull, University of Florida, Gainesville, FL 32611-2053.

University of Florada, Gamesvare, FL 32011-2033.

Early Childhood Special Education: Candidates must have training and experience in working with children with disabilities, preferably severe disabilities, and their families. Applications should be sent to Dr. William Reid, G-315 Norman Hall, University of Florida, Gainesville, FL 32611-

Piease submit a letter of application, a curriculum vitne, three letters of reference, and reprints of two recent papers. Letters of application must be received by March 31, 1992.

The University of Florida is an Equal Opportunity, Affirmative Action employer.

DUKE UNIVERSITY THE DIVINITY SCHOOL

History of Christianity in America

Duke University Divinity School seeks to appoint a faculty member in the field of History of Christianity in America. Full-time teaching generalizes as a facfull-time leaching experience as a fac-ulty member and substantial complet-ed scholarly publication is required. Rank, salary and lenure are dependent on experience and qualifications. Nonlinations and applications should be sent to Ms. Clara Godwin, Office of the Dean, The Divinity School, Duke University, Duham, North Carolina 27706. Duhe University is an equal op-portunity employer.

include propossis and reports, supervise excavation record and analysis of circuits. Catalon archaeology, using Harris Matrix Station archaeology, using Harris Matrix Bronze & Bronz

Archaeology: University of California, San Diego amounces a tenure-track sopolot-ment at austiant professor level beginning

ROSS UNIVERSITY

Academic Posts

invites nominations for faculty appointments to the following departments in its School of Medicine

Beautiful tropical location in

Dr. Robert Ross Search Committee Ross University 480 West 34th Street New York, New York 10001

Send CV to:

Arts The Visiting Artist in Painting, Eligible candidates must hold an M.F.A. and provide credentials which include teaching experience and a substantial exhibition re-

Geörge Vashington University

The

Faculty Position Department of Strategic Management and Public Policy Search Reopened

Nominations and applications are invited for a tenure-track position at the Assistant Professor rank. Appointment is effective fall 1992. Primary focus in teaching and research is Business and Public Policy, with an emphasis on Business. Government Relations.

Candidates must have a PhD or DBA and must demonstrate potential for excellence in teaching and research.

Salary and benefits are competitive. The BBA and MBA programs are accredited by AACSB.

The search will continue until the position is filled Applications and curriculum vita should be sent to D. Jeffrey Lenn, Chair

and Public Policy School of Business and Public Management The George Washington University Washington, DC 20052

Department of Strategic Management

GW is an expect opportunity, affirmative action employer



BUSINESS FACULTY POSITIONS

St. Edward's University Invites applications and nominations for the faculty positions available beginning in the Full Semester 1992: ACCOUNTING

FINANCE MANACEMENT (2 Positions)

Assistant/Associate Professor to teach in graduate and undergradule business programs, advise students and actively participate in planting, coordinating, and cultaneing major area of study. Declare in respective field preferred; additionally CPA destrable for Accounting Tenure-track. Salary: \$35,000-\$45,000 (Pinaure/Accounting) and \$32,000-\$40,000 (Management) for three months depending open quilibrations. Extra compensation for summer courses.

REVITAL OF ADDITIONAL PROFESSION DESCRIPTIONET SERVICATERS

REVIEW OF APPLICATIONS BEGINS IMMEDIATELY AND CONTINUES UNTIL POSITIONS ARE FILLED. St. Edward's University is an independent Catholic University with commitment to a diversified community. The current enrollment 3,000. The campus is located on a hilltop overlooking Austin, the captul city of Texas. The school was founded by the Congregation of life Cross and chartered in 1985.

Please send letter of application, vitae, and three letters of reference regarding professional performance to:

School of Business Search Committee Campus Mail Box 1020 St. Edward's University 3001 South Congress Ave. Austin, Texas 78704

St. Edward's University embraces excellence through diversity and especially encourages applications from members of underrepresented groups.

of work in Maryland. Letters of recuminendation will be requested and transcripts will
be requested before a contract can be finalized. The roustions will be for une (1) sear
ordy. Salary will be negotiable. The position will require: eight (8) contact teaching
hours in studio; a day class with combined
painting levels in oil studio; a second studio
class will be included in the evening schedule; a public slide lecture of reraunal with
will be scheduled during the first semester;
and the community will be informed. The
Visiting Artist Exhibition will be shown in
the Holtzman Gallery sometime during the
academic year. Please send slides and resome to Carmen Robb, Art Department,
Towson State University, Towgun, Maryland 21203. Please encluse self-addressed
stamped envelope for the return of slides
Closing date. April 1, 1992.

Art: Administration. Department Head. Tenure track teaching position. Nine hour teaching load and three hours release time for administrative duties. Teaching courses in painting, drawing tuntadons life drawing), and additional courses in foundation programs including Art Appreciation. Rank and salary see open. MFA in painting/drawing, with 6 years' autocessful teaching saperience on collegestonic ensity level. Successful administrative such successful excessful administrative superience in an academic setting is essential along with evidence of continuing professional artitic activity. Applicants may include a statement of

cord. Candidates must not currently reside or work in Maryland. Letters of recommendation will be requested and transcriptly will be tequested before a contrast can be finalized. The pustions will be fur une (1) sea only. Salary will be negotiable. The position will require eight (8) contact teaching hours in studio; a day class with combined painting levels in oil studio; a vectoral studio class will be included in the evening schedule; a public slide lecture of personal with will be recommended to the evening schedule. Missouri 6401-150.

lege: Jonlin, Missoum besoners AA Employer.

Art: Graphic Art Photography Curic Pereis seeking to fill a source mek utable provision in both upper and loss het provision in both upper and loss het provision in both upper and loss het provision are sent provision in the annual method in the annual provision in the article and work in proposed with additional work in proposed with additional work in proposed preferred. The pusition requision preferred. The pusition requision preferred. The pusition requision preferred. The pusition requision preferred and a working knowledge described in the pusition of current Macrimoth graphs as for in current Macrimoth graphs as for in current Macrimoth graphs as for in current work and letter a sight provision of current work and to early revised to Dr. Bernard Matthes, Vicales, Bir. Academic Affair, Dan College, Bir. Academic Affair, 1920 or until the process as APVI 24, 1920 or until the process as filled AA/EDE.

BULLETIN BOARD: Positions available

The Indiana Academy for Science,

Mathematics, and Humanities

BALL STATE UNIVERSITY

The Indiana Academy for Science, Mathematics, and Humanities is a two-year residential school for academically gifted high school juniors and se-mors. The Academy enrolled its charter class in the fall of 1990 and current-ly serves approximately 300 students. Located on the Bull State University rampus, the Academy was established and is funded by the State of Indiana, in addition to serving the needs of its own student body, the Indiana Acade-my has numerous facets to its second mission, outreach to the schools, students, and teachers of the state of Indiana.

nudents, and teachers of the state of incurna.

The academy faculty is a set of ourstanding educators who play crucial leadership roles in the implementation of the school's missions. In addition to creating and implementing curricula for the gifted students in residence, taculty also create and implement curricula for other students implemented through interactive television statewide, for other teachers through academic year and summer workshops, through curriculum dissemination projects, and though interaction with participating state instructors fulfilling the role of Outstanding Educator Fellows on the Academy campus for an entire stademic year. The anticipated positions listed below offer a rare professional opportunity for inspiring vigorous educators who desire to be part of an gracemic year. The amicipated positions useed bedow offer a rare professional opportunity for inspiring vigorous educators who desire to be part of an basoric event in public education.

ENGLISH HISTORY/GOVERNMENT MATHEMATICS PHYSICS/CHEMISTRY

Instructors will be responsible for teaching classes, advising students, men-uring research projects, providing professional service through various out-teach programs of the Academy, and engaging in schularly activity. Manimum Qualifications: Master's degree from a regionally accredited insti-ution in the appropriate academic area of a related discipline; previous reaching experience at the secondary school level or undergraduate colle-

place were preferred Qualifications: Significant teaching experience in a secondary whool program for students with exceptional academic ability; eligibility for the Indiana secondary teaching license; established record of scholarship; evertise in the education of the academically gifted; experience in televised institution; doctorate from a regionally accredited institution in the appropriate academic area or a related discipline.

Applications must include the following material:

A letter of application, a current vita; three current letters of recommenda-tion; official transcripts of all academic work; and photocopy of teaching license, if applicable. Application materials should be forwarded to:

James Margenau, Associate Director for Academic Life Indiana Academy for Science, Mathematics, and Humanities Ball State University Muncic, 1N 47306

Review of applications will begin April 15, 1992, and continue until posi-

Ball State University is an Equal Opportunity, Affirmative Action Employer and is strongly and actively committed to diversity within its community.



ACCOUNTING PROFESSOR

Temure track position available in Accounting at the Assistant or Associate Professor level beginning fail, 1992. Ph.D. desired but individuals with Master's Degree, CPA, and practical experience will be considered. Demonstrated competency in teaching, an interest in professional activities, and some interest in research are also desirable. Primary areas of teaching will involve managerial and governmental or tax. Cotawba College is a Liberal Arts institution located in Salisbury, NC, 40 miles north of Charlotte. The Ketner School of Business is housed in a new \$4-1/2 million building with up-to-date computer and classroom tacilities. Application with a resume listing three references should be sent to Dr. Junius H. Terrell, Dean, Ketner School of Business, Catawba College, Salisbury, NC 28144. Application deadline: March 31, 1992, or until filled. An equal opportunity, affirmative action employer.

strong in visual arts; painting, drawing, sculpture, ceranics, art history, print making. This is a one-person department at a growing four-year liberal arts institution, inactiows College is affiliated with the freshyteria Church and seeks a person with a commitment to non-sectarian Churistan higher education. Search will continue and position is filled. Send application, ref. and three references to Dr. Richard fi. Smith, Academic Deam, 692 Jamestown College, Jamestown, North Dakota 58401.

Arth Assistant Director, MPA in Visual Articular art, theory and criticism, and American art, theory and criticism, and participate in team-taught introductory carey 6 months. Counsels with students being residency on studio projects and acculate the student shows. Months as an acculate the student shows and acculate the student should be student shows. As a student projects and faculity work for the faculity of the faculity o

Date: Open until filled. Position Startin Date: August 17, 1992. An Equal Opportu-nity. Affirmative Action Employer, apply through the Vice President of Acadenic Affairs, Thatcher, Arizona 85552, or phone 602-428-8201.

Athletics: West Virginia State College is seeking applicants for the position of flead Men's Baskethall Coach. Responsibilities will include developing and manusian a competitive Division II baskethall program in accordance with NCAA, NAIA, West Virginia Intercollegiate Athletic Conference, and College guidelines (recruiting, scheduling, coaching, and a demonstrated commitment to high academic standards for student-athletes). Qualifications: a bachelor's degree is required. Those with a master's or doctorate are invited to apply. A minimum of two years' experience as head or assistant coach on the collegiate level is preferred. Experience as a head coach on the secondary level is beneficial. Salary is conumensurate with experience

INSTRUCTOR

seition will dealon and perform

gastrointestinal pancreatic experiments with rodents and dogs. Will conduct tissue culture experiments using cell lines derived from normal and transformed cellines Design, porform and interpret blochemical experiments that use immunosflinity, Immunoprecipitation, western biotling, northern bioting and generate specific antisers to gut hormones. Radiotabel gut hor mones and purify gut peptides by HPLC or other chromatographic methods. The incumbent will collect data and present in proper publication format. This position will also require supervision of a laboratory staff. A.M.S. in Bio-logical Sciences plus one year oloid ebiliqee in peptide biolo chemistry, gastrointestinal physio-logy cell biology (which includes methods of studying protein syn-

Apply at The Texas Employment send resume to the TEXAS EMPLOYMENT COMMISSION, TEC Building, Auatin, Texas 78778. Ad is paid by an Equal Opportunity, Affirmative Action employer M/F/H/V. Employer hires only individuals authorized to work in the U.S.A.

COMMUNITY COLLEGE OF SOUTHERN NEVADA

Formerly

Clark County Community College Las Vegas, Nevada

Faculty Positions

The following faculty positions are anticipated starting Fall 1992. These will generally be tenure-track positions with the usual benefits and competitive salaries. The normal teaching load is 15 units together with accounted professional, college and community activities. While some positions are twelve months, most will be nine months with the possibility of summer employment. Assignments may be multi-campus with the possibility of day, evening and weakend classes. Some positions may include department chaliperson responsibilities. All position openings are tentative, pending state funding

Generally, a master's degree in selected areas of specialization will be required. Degrees may vary depending upon the discipline. Appropriate certification, registration or licensure at the professional level will be required for some disciplines. Teaching experience is preferred for all positions with appropriate non-teaching experience preferred for the applied occupational disciplines. An understanding of and a commitment to the philosophy of a multi-campus comprehensive community colleges it important. community college is important.

The Community College of Southern Nevada is a comprehensive community college with an average enrollment of over 20,000 students, generating over 6,500 FTE students. Faculties include 3 campuses and approximately 40 learning centers distributes throughout the 4-county district.

Banking and Finance

Banking and Finance
Biology—general
Computer Information Technology—ASA00
Computer Information Technology—COBOL
Computer Information Technology—CIS
Denial Hygiene—Infectious Surveillance,
Prevention, Control
Electronics Engineering Technology
English—composition (3)
Fire Science—OSHA, hazardous materials
French/German

uraphic Arts—computer graphics
History—U.S. (2)
Hotel Management
Mathematics (2)
Mathematics—development
Mechanical Engineering Technology
Nursing—mental Acalth, med surg
Nursing—ORATEDS
Organic Charistins—academics (4) Organic Chamistry—environmental, hazardous materials Political Science:

Completed applications will include a letter expressing interest and a résumé. Copies of increscripts (unofficial acceptable) will be required prior to interviews. A minimum of three letters of reference dated within the last two years is preferred. The review of applications will begin April 13, 1992 and continue the positions are filled. Materials should be sent to: Personnal Office, Community College of Southern Nevada, 3200 E. Chayenne Avenue, North Las Vegas, Nevada #7030. AAVECE.

ALICE LLOYD COLLEGE

Pippa Passes, Kentucky

FACULTY POSITIONS AVAILABLE English: Teach a variety of courses in a new English major and assist in implementation of program; a Doctorate of English.

Speech/Drama: Teach introduction to drama and public speaking; MA in Speech or Drama required, 18 graduate hours in both areas preferred. Art: Teach art appreciation, studio art, painting, art history, and art for the early elementary grades and direct art gallery. MFA in Art required. Education: Teach methods courses in K-12 program, supervising student teachers and carrying out other responsibilities related to the effectiveness of the teacher education program. Doctorate in education with experience and teacher certification preferred.

Spanish: Teaching first and second year Spanish for college and second-ary school Spanish for the June Buchanan School, and a campus laborato-ry school. Master's in Spanish required.

ry school. Master's in Spanish required.

Alice Lloyd College is located at Pippa Passes, Kentucky in the beautiful hills of Eastern Kentucky between Flazard and Prestonsburg. Since the College's transition to four-year status in 1980, enrollment has quadrupled, the faculty has doubled, the campus has been practically rebuilt, and a K-12 laboratory school has been ealablished. The College continues to add programs and majora to enhance its mission of providing a quality, juition-free, liberal arts education to qualified Appulachian students. All students participate in an institution-wide work program. Faculty and administrators live on the campus, eat in the cafeteria, and serve as rule models, counselors, mentors and friends to students.

Interested candidates should send a letter of application, current vita, Interested candidates should send a letter of application, current vita, and the names, addresses, and phone numbers of three references to Wallace Campbell, Dean; Alice Lloyd College; Purpose Road; Pippa Passes, KY 41844; 606-368-2101 x5002.

Alice Lloyd College is an Equal Opportunity Employer.

BAKER UNIVERSITY

FACULTY POSITIONS Baker University School of Nursing, Stormont-Vall compus, Topeka, Kansas has the following full-time tenure nursing faculty positions avail-

able:
PEDIATRICS instructor in the ADN program requires a Master's degree in Maternal-Child or Pediatrics. A sign-on bonus of \$2,500 is available to the selected applicant. Position is available immediately.

MEDICAL-SURGICAL and PSYCHIATRIC instructor positions are available in the Baccalaureate nursing program. A Master's degree in nursing in the speciality area is required. Applicant must be eligible for Kanasa licensure. Positions are available July, 1992. Please contact Betty Hodison for additional information at 913-354-6153 or toll free at 1-800-432-2951, Ext. 6153.

SOCIAL SCIENTIST

COLUMBIA COLLEGE CHICAGO is seeking a Social Scientist with a Ph.D. in either Sociology or Political Science to teach in its Department of Liberal Education. Strength in urban or gender studies desliable.

This position is at the entry or early career level. Preferred candidate will provide evidence of commitment to undergraduate liberal education, skilled college teaching, professional achievement, and collegiality. Women and minority candidates are encouraged to apply. Responsibilities include 12-hour teaching load each semester, continued professional activity, and service to the department.

the College, and the community. Columbia College is an urban, open admissions Institution of 7,000 undergraduate and graduate students emphasizing arts and communications In a liberal education setting. We offer a competitive solary and benefits package. For inquities, contact Professor Leslie Van Marter, Chair, Department of Liberal Education, (312) 663-1600 extenstor 535 or 296.

Deadline: April 24, 1992, Send letter of application describing your teaching and research Interests, current curriculum vitae, three recent letters of recommendation, and

600 South Michigan Avenue • Chicago, Illinois 60605-1996

Equal Opportunity Employer M/F/H/V

graduate franscript(s) to: **Human Resources Department**

LE-2 COLUMBIA COLLEGE CHICAGO

pus Box 181. Institute, West Virginio 25112-1000. Application Deadline: March 27, 1992. An Equal Opportunity, Affirmative Action Employer.

Athletics: Head Men's Basketball Cosch Averett College, Danville, Virginia. Responsibilities include coaching mon's basketball sol golf, some teaching inon-tenure-track) of physical education activity courses, remuitine prospective students about 25 (Ellaworth, Office of the Virg. Lawrence) of the Distance of the Ellaworth Office of the Very College, and and Dean, Clinch Valley College, the college of the Distance aibletes and advisins of students. Averett is a member of the Diode Confarence, NCAA Division III. Master's degree required. Send résumé, transcripts, and three letters of reference to: Dr. Maicom Huchabee, Provost, Averett, College, 420 West Main Street, Danville, Virginia 24541.

or toll free at 1-800-432-2951, Ext. 6153.

To submit résumés in confidence mail to:

STORMONT-VAIL

Regional Medical Center

1500 SW 10th St., Topeka, Kansas 6604-1353

street de l'accompany of the latter of spring and qualifications. This is a full-time, 12-month contract position. A letter of spring and qualifications. This is a full-time, 12-month contract position. A letter of spring and qualifications. This is a full-time, 12-month contract position. A letter of spring and qualifications and three letters of the position of the po

The Center for Teacher Education and Education I Services annuances two new position vacancies and a continuing search for one position for the 1992-93 academic year.

PLATTSBURGH

The State University of New York (SUNY) College at Plansburgh is a comprehensive conslucational institution that offers more than 50 academic programs of study to approximately 5,600 undergraduates and 800 graduate students. The college employs about 800 faculty and scatt.

SUNY Plansburgh, was founded in 1889 as the Plansburgh Normal School In 1948 it became an original member of the SUNY system. The University today is the largest and most diverse educational enterprise in the world, and Plansburgh is well known for its academic excellence, is friendliness, and its affordability. Located in an area well known for its recreational facilities, Plansburgh is within an hour's drive of Montreal, Burlington, VI, and Lake Placid, NY with easy access to Boston, Albany and New York City. SUNY Plansburgh invites applications in the following areas:

Educational Foundations—one tenure-track position—Responsibilities include teaching an introduction course in historical/philosophical/social foundations of education, a social studies or writing methods course and supervising field experiences. (Box F)

Elementary Mathematics—one tenure-track position—Responsibilities include teaching several sections of mathematics methods course to indergraduate and graduate students and supervising field experiences

Reading—one-tenure-track position in undergraduate and graduate reading instruction—Responsibilities include teaching in any of several areas including content reading, assessment, language aris and writing. Responsibilities also include some involvement in Reading Clinic activities. Experience in Coordinating and supervising clinical activities preferred.

Responsibilities for all positions also include teaching undergraduate and graduate courses in area of expertise; advising students; engaging in professional research and writing and in college and community service. Qualifications:

The successful candidate must have:

- an earned doctorate in an appropriate discipline or professional field evidence of successful experience reaching in a public school setting (3)
- commitment to and a record of teaching excellence (college teaching expe-
- rience preferred!

 evidence of scholarship and professional activity

 evidence of ability to work effectively with faculty, staff, students, community and schools
- ory and schools

 evidence of communent to cultural diversity and ability to prepare individuals to function in a culturally and ethnically diverse society.

Salary: Competitive and commensurate with experience. Applications should include.

letter detailing interest and pertinent experience
 curriculum vitae
 official cranscripus

three curront letters of reference
list of names, addresses sud phone numbers of current references with knowledge of applicant's ability.

Candidates with a strong commitment to and demonstrated experience in preparing teachers for working with culturally, linguistically and educationally diverse populations are preferred.

The committee will screen candidate applications immediately upon receipt. Selections will be made as soon as possible throughout the Spring 1992 semester, but recruitment will continue until all positions are filled. Applications from women and persons from underrepresented groups are strongly encouraged. Applications should be mailed 10:

Chair, Search Committee for tposition Title & Box #)
Office of Personnel
SUNY Plattsburgh
Box 1783-125
Plattsburgh, New York 12901 SUNY IS AN EQUAL OPPORTUNITY AFFIRMATIVE ACTION EMPLOYER.

WESTERN NEW MEXICO UNIVERSITY

The University seeks applications for three tenure track faculty in the Department of Business and Public Administration at the Assistant/Associate or Full Professor rank.

ACCOUNTING—ABD required. Ph.D., DBA, MBA with CPA preferred. Candidate will seach lower and upper level accounting classes at the under-MARKETING—ABD required. Ph.D. or DBA in Marketing preferred. Candi-date is required to teach at the undergraduate and graduate levels in the MBA program.

MBA program.

MBA program.

MANAGEMENT—ABD required, I'h.D. or DBA preferred. Generalist to teach in several areas including behavioral and quantitative courses in management. Able to teach at both graduate and undergraduate levels.

Beginning date for all faculty positions is Fall, 1992. Review of applications begins March 25, 1992 with position open until filled.

Consideration for appointment as Director of Division of Business will be given on the basis of qualifications. Beginning date july 1992.

To apply, send letter of application, résumé and a list of five references to Business Search, Office for Human Resources, Western New Mexico University, P. O. Box 680, Silver City, NM 88062.

Athlatics/ties/in/sport Studies: Hand Couch of Women's Basketball and Paculty in Health, Physical Education, and Sports Studies—Instructor or assistant professor in the Department of Health, Physical Education, and Sports Studies and Head Cosch of Women's Basketball. Should be able to teach health, wellness courses, sports management, or psychology/acclology of sport. Some experience in a fitness/wellness lab desirable. Coaching assignment as head women's basketball coach and possible additional coaching assignment. Tenure track or four-year rolling contract track depending upon qualifications. Master's degree required, doctorate preferred with successful college women's basketball coaching experience. Send applications, transcripts, and at least three references by April 15, 1992, to: Professor Gale Daugherty, Athletic Director, Department of Health, Physical Education, and Sports Studies, Ohio Northern University, Ada, Ohio 4810. Search will remain open until a suitable candidate can be Identified. AA/SOE.

Andiology/Research: Research Audiologist. The Hearins Research Laboratory at Buffelo has an opening for a Ph.D. audiologist to collaborate on federally funded prefets to study noise induced hearing loss. Amplicant must have minimum of 2 years' experience with evoked potential recording, similated analysis, small annimal Aurgery. Applicant will collaborate on demographic studies and coasequently. CCCIA is required. Salary competitive. We encourage women and misporities to apriv. Applications by April 13, 1992 to: Donald Henderson, Ph.D., Professor and Chairman, Hearing Research Lab, Communicative Disorders and Sciences, State University of New York University at Buffalo, 213 Parker Hall, Buffalo, New York 14214. Research Poundation of SUNY-AA/EDE.

Behavioral Sciences: Assistant Professor, Behavioral and Social Sciences, Southern Illinois University School of Medicine in-vites applicants for a 12-posithyear tenur-track faculty position at the assistant pro-

EAST TENNESSEE STATE UNIVERSITY SCHOOL OF NURSING

Department Heads and Faculty Positions

The School of Nursing is comprised of three academic departments and offers accredited associate and haccalaureate degree programs with advanced placement uprions for accelerated completion. A master's program began in August 1991. The School is a co-recipient of a major W.K. Kelboga award granted to the Division of Health Sciences, as well as other grants and contracts which enable the School of Nursing to operate two nurse-managed chinics one for the homeless and one extended hours clinic in a rural area. clinics - one for the homeless and one extended hours clinic in a rund area. Chair, Department of Adult Nursing, Chair, Department of Professional Roles/Mental Health Nursing positions require doctorate in mirring or related fields and master's in nursing. Documented achievement in teaching, research and service to be appointed at the minimum rank of Assiciate Professor. Requires community involvement, membership in professional organizations, demonstrated leadership abilities, and fleatibility and willingness to work non-traditional hours at times. Minimum experience of five years in nursing education with preference for experience in a university setting, clinical experience required. Applications accepted until position is filled. Review and selection process to begin immediately. Only completed applications will be considered.

Faculty to reach in all specialty areas. Anticipate additional new tenure-track and non-tenure track positions due to expansion and grants. Master's in nursing required; doctorate prefetred. Certificate as nurse-practitioner desired for several positions; practice options available; experience in nursing required and teaching experience prefetred. Review of applications will begin immediately and continue until positions are filled.

Additional Temporary Positions which combine teaching and clinical practice as an FNP. Must be eligible for ANA certification as a nurse practitioner and TN prescriptive privileges. Evening and weekend clinics in some pusitions. Positions contingent upon continued grant and contract funding. All applicants must demonstrate the ability to communicate effectively in written and spoken English. Applicants must be eligible for licensure in Tennessee. Send vite and name#addresses of four references with letter of application which indicates position of interest to:

School of Nursing P. O. Box 70,617 East Tennessee State University Johnson City, TN 37614 Phone: 615-929-5626

ETSU is an Equal Opportunity, Affirmative Action Employer

ANTICIPATED FACULTY OPENINGS 1992-93

St. Charles County Community College in St. Peters, Missouri is seeking innovative and committed individuals to fill the following anticipated full time faculty openings.

Computer Science (literacy and programming) English (development, writing, literature) History, Political Science, Geography Mathematics (development through differential equations) Physical Science (chemistry, physics) Psychology

Philosophy (introduction, ethics) Sociology

Minimum Qualifications: A master's degree in the subject field is minimum (quanications: A master's degree in the subject nerd is required; community college teaching experience preferred. All positions are contingent upon funding and final approval by the Board of Trustees. Deadline for application is 5:00 p.m., April 3, 1992. Applicants should send professional resume and cover letter

> Director of Personnel St. Charles County Community College 4601 Mid Rivers Mall Drive St. Peters, MO 63376

EOE M/F/D/V

ferstor level. Candidates must have an earned Ph.D. at the time of aprolatment. The candidate's specialty is expected to be in Behavior Genetics, with a research program that focuses on human infants. young children, or lifespan. There is ample opportunity for research and program development in collaboration with faculty within the Department as well as with other department with commitments to train medical shudeats in the behavioral sciences and to develop a multilaise/limery research leam in early human development. Preferences given to applicants with post-doctoral experience, a proven record of research leam in early human development. Preferences given to applicants with post-doctoral experience, a proven record of research leam in early human development. Salaries and benefits are competitive. Send yita, statement of research interests, 3 lesters of recommendation, and (phyerpints to: Dr. Dennis L. Molfeng, Chair, Behavioral and Social Scences, Southern Illinois Unit. terr of recommendation, and (p)reprints to:
Dr. Dennis L. Molfese, Cheir, Behavioral
and Social Sciences, Southern Illinois University at Carbondale, Carbondale, Illinois
63901. Deadline for application is May 15,
1992, or anil a suitable candidate has been
found. Argolntment to begin July 1, 1992.
Southern Itinois University at Carbondale
is an Equal Opportunity, Affirmative Acition Employer.

son Employer.

Billingual Education: Specialist / Teacher Trainer, laterface Network, Inc., is an educational consulting firm located in Portland, Oregon, Responsibilities: Provide training/teaching assistance to Title VII school district staff in the main components of billingual education. Prequent travel. Qualifications: Advanced degree. Three-tyears' teaching experience in billingual/BSL classroom at the pre-chool, elementary, or secondary level, knowledge in recent research of effective schooling, billingual education and/or early childhood oducation. Seed letter of application, résumé, and four references up to 10, 1992 to: interface Network, and four references print of 1992 to: interface Network, and four references print of 1992 to: laterface Network, and four references of 1992 to: laterface Network, and 1992 to: laterface Network inc., Alternhous Personel, 880 S.W., Oriffia Diva, Suffe 202, Beaverton, Oragon 97005. Equal Opportunity Employer. BSL classroom at the pre-school, clementary, or secondary level. Knowledge in recent research of effective schoolins, blimstad education androfe early childhood education, Send letter of application, resume, and four references by April 10, 1992 to interface Notwork, Inc., Altention: Personnel, 800 S.W. Urifib Driva, Sufte 202, Beaverloot, Oregon 97003. Buttal Opportunity Employer.

Biochembury@iology: Assistant Chairperson. The Department of Biochemistry, Montage of

atity Employer, Deadline: April 30, 1992.

Blology: Norwich University, Military Collège of Vermont and Vermont Collège.
Norwich University seeks an Aquante Biologis. To a tenure track teaching position as Assistant Professor of Biology. Teaching competence must include Ceneral Biology. Comparative Vertebrate Aduate: Biology. Ph.D. required (ABD considered); salery commensurate with qualifications and experience. Reply to Dr. Lauren D. Howard. Biology Department Chair. Norwich University. Northfield. Vernoast 03663 by April 8, 1992. Equal opportantly employer. Women and minorities are encouraged to apply.

Biologyi William Woods College, a private four-year college for women, is seeking a tenure-nack assistant/associate professor of biology. Ph. D. required. Environmental specialty desirable. Applicant should have a strong commitment to excellence in teaching in a liberal arts environment. William Woods has a joint biology program with Westminster College. Send letter of application and resume, including releptione numbers of three references to: DJ. Joo Kennedy. Vice President of Academic Affairs, William Woods College, 200 West 12th Street, Fulton, Mitssourt 65251. Resumé review will begin on April 1, 1992.

Biology: Oi, mpic College, Transcript teaching faculty position in Bledge, Mater's Destree in Biology or clearly rein Biology or Castly rein Biology or Castly rein Biology or Castly rein Biology of Castly rein Biology, and Castle in Green teaching research of the Biology of Castly of the Biology of Castly of Castle of the Biology of Castle of C

Nicolet Area Technical College

IS RECRUITING FOR THE FOLLOWING POSITIONS. INSTRUCTOR OF HISTORY/PSYCHOLOGY

The instructor will teach freshman and sophomore level course in http://with emphasis on American/Native American history, and will leach etc... psychology courses in human relations and human development that upon the Associate of Applied Science Degree Program.

NOTE: Primary consideration will be given to applicants who have before thistory and psychology background as stated below. However, if there is qualified applicants who have the appropriate history and psychology beforeign the college may cleel to appoint a person who meets be here requirements.

Beginning Date: Beginning of the 1992 fall semester. Specific dog r.4. Salary: Dependent upon qualifications and experience.

Qualifications:

1. Education: Master's Degree in History with a strong preparation in American I listory. A strong undergraduate preparation in psychology (minute) of 20 semester credits) emphasizing human relations and human deeks.

gy. Applied psychology experience preferred. Background in alternacy.

Background in alternacy.

Certification: Must meet and maintain Wisconsin Vocational, Technical pd. Adult Education certification requirements. INSTRUCTOR OF BIOLOGICAL SCIENCES Nine-Month Contract

The instructor will teach freshman and sophomore level course in the area. I general biology, botany, microbiology, and the ecological/environmental studies.

Beginning Date: Beginning of the 1992 fall semester. Specific days a confirmed at this time. Salary: Dependent upon qualifications and experience.

Qualifications:

1. Education: Bachelor's and Master's Degrees with major in Bolanical Solences. Applicants with strong undergraduate or graduate preparation and experience in the microbiology and environmental studies preferred.

2. Experience: Post-secondary teaching experience in the biological science.

Certification: Must insel and maintain Wisconsin Vocational, Technical at Adult Education certification requirements.

Application Procedures and Deadline: Letter of Interest, completed it colet College Application form, current résumé, and copies of transcript ma all be on fife with the Department of Human Resources, Nicolet Area Tetric cal College, P. O. Box 518. Hitneland, WI 54501, by 4:00 p.m., Wednest, April 15. Full responsibility for meeting this dendline rests with the applicat Only complete application packages will be submitted to the Search Compa-tee for consideration. To receive application materials, call (715) 365.449)

Nicolet Area Technical College is an Equal Opportunity, Affirmative Action Employer.



Assistant/Associate Professor **Higher Education Administration**

The School of Education and Human Development indes applications for an assistant/associate professor in Higher Education. This non-tenured position has a three-year renew able contract. Starting date is September, 1992.

Responsibilities include teaching courses in higher education administration at the main campus in Washington, D.C. and at off-campus sites. Additional responsibilities include advising graduate students, chairing dissertations, carring out administrative responsibilities needed to develop the higher education administration program marketing promo tion, and recruitment

Experience and expertise in higher education administra tion required; Doctoral degree preferred.

Applications will be accepted through March 31. Application materials, including curriculum vita and names and addreses of three references should be sent to:

> Dr. Reynolds Ferrante, Chair, Search Committee School of Education and Human Development The George Washington University Funger Hall #506D Washington, DC 20052

FOF/AA

Biology: Instructor. Teach courses in Life Science Division in Human Anatomy/Poystology, Opneral Biology and other related courses as experience and requirements permit. Requires Master's in Biology or related field and experience in General Biology, Human Anatomy/Physiology, Demonstrated traching experience and Ph.D. in Biology or related field desirable. Closing date: April 10, 1992. Send inquiries to: Human Resources, Capper College, 125 College Drive, Capter, Wyording \$2601. We are an EFO/AAE.

RULLETIN BOARD: Positions available

SCHOOL OF EDUCATION, **HUMAN SERVICES AND HUMANITIES**

Joh Title: Assistant/Associate Professor of Psychology Job Description: Responsibilities include teaching nine semester hours of graduate courses, supervision of graduate students, service to university and university constituencies, and curriculum/clinical development. Position is for nine-month appointment with summer teaching based on program needs. Courses are taught at various

Oualifications: Candidate must possess an earned doctorate in Psychology with emphasis in School Psychology. Professional experience in master's level teaching desirable. Position requires teaching ence in master a lever learning desirable. For control requires teaching graduate level courses and supervising practicum students. Must be eligible for WV Certification/Licensure. Evidence of research, publications and other qualifications consistent with rank are necessary. Position #2

Job Tule: Assistant/Associate Professor of Elementary

Secondary Education Job Description: Responsibilities include teaching nine semester hours of graduate courses, program development, research and student advising. Position is a nine-month appointment. Summer teaching is based on program needs.

Qualifications: Candidate must possess an earned doctorate Curriculum and Instruction (or related field) with a strong background and training in middle level education. Professional teaching experience is required. Evidence of research, publications and other qualifications. tions consistent with rank are necessary. Innovative and creative strategies for teaching and supervision are encouraged.

General Information: Candidate should submit a letter of applica-tion, vita, three letters of recommendation and names of references, including current supervisor who might be called during screening

Salary: Commensurate with experience and qualifications. Starting Date: August 15, 1992. Application Closing Date: Review of applications will begin immediately and continue until position is filled.

SUBMIT APPLICATIONS TO: PERSONNEL OFFICE West Virginia College of Graduate Studies P. O. Box 1003 Institute, WV 25112 Phone: (304) 766-1994

AN EQUAL OPPORTUNITY.
AFFIRMATIVE ACTION EMPLOYER

GEORGIA STATE UNIVERSITY EMINENT SCHOLAR CHAIR ENVIRONMENTAL POLICY

Georgia State University's Policy Research Center and the College of Business Administration amounces the establishment of the Engineeri Scholar Choir in Environmental Policy, and invite nominations and applications. Candidates should have estreed a national tertuitation in a nation area of environmental pubby and/or environmental science, as indicated by a strong record of research and publications, and a demonstrated shilling to attract major research grants Specifically, we seek the following qualities:

research gants. Specifically, we seek the inflowing experience strongly preferred, academic qualifications commensurate with a tenuned appointment as full professor, a research record demonstrating integral knowledge of technical issues and noise development in the environmental area. Iamiliarity with the process of senting, implementing, and evaluating environmental policies; expense in economics, science, and/or in the analysis of economic, policies, occasionable appears of environmental policy.

The Chabital area is a second of the control of the Control State University for the

posacs, social, and legal aspects of environimunal policy.

The Chatholder will be a tenure eligible member of the Georgia State University faculty with appoinments in the Policy Research Center and the Economics Department of the College of Business Astronistration. Other joint appointments within Georgia State are destable and selations large with other Universities in the Georgia Research Alliance will be encouraged. The Chatholder will serve as the local point for research and policy in the area of the environment at Georgia State University. The Chatholder will be expected not only to pursue significant research but to foster cooperative inter-disciplinary efforts among colleagues on this subject.

Letters of application or nomination should be accompanied by curriculum vitae and the names and addresses of three references. Applications will be accepted until the position is filled interested who have see announceped to submit their materials as quickly as possible. Qualitied women and minority group members are strongly encouraged to apply. The University expects to fill the position on or about September 1992. Selary is competitive and constituted with qualifications, Submit letter of application and vitae, or nominations to: Dr. Roy W. Bahl, Jr., Director of Policy Research Center, and Professor of Economics, College of Business Administration, Georgia State University, University Plaza, Atlanta, GA

AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER

Ph.D. in cell/molecular biology or verte-trate physiology, college teaching experi-since, and demonstrated ability and com-mittent to undergraduate instruction. His-lugs College is an independent, Presbyteri-spretated liberal arts college in South-1992. Ph.D. in biology or anthropology rerelated liberal arts college in SouthCentral Nebraska, committed to strong indegrations teaching. Enrollment is should not suddents. The Department inclose those suddents. The Department inconsideration of the strong of Biology: Population Genetics. The Department of Biology at Northeast Louisiana Bistant Poices to fill a teamer-track Assistant Marchael Poices population for Fall. 1992. Eccils, population seastics, evolution and success. Development of an active research y commensurate with experience. Please manufactured with experience. Please interment of teaching philosophy and research interment of teaching philosophy and reference in the process of the commendation by April 10, 1992 (or Chalman, Search Committee, Department). Business: Assistant/Associate Professor of Marketins. Teach underspeduate and grad-

Oregon State University

The College of Education at Oregon State University invites applications for a Compselor Education position to teach and supervise corresponding students. The OSU Counselor Education program compliances counseling with a trick youth, and families in educational settings. APPOINTMENT. This is a twelve-month, tenure-

track position at the rank of Assistant Professor. RESPONSIBILITIES. Teaching, advising and supervision of master's and doctoral level students, field supervision of practica and intern placements. Engages in research, and publication in professional jointals. Serves as a member of the College of Education core faculty for Ph.D. and Fd.D. students.

QUALIFICATIONS. Ductorate in Counseling, Counselor Education, Counseling Esychology, or related field. Graduate of CACREP program preferred. Demonstrated successful experience and competence in selucid counseling and supervision; evidence of teaching skills; and ability to teach in at least two of the following specialty areas: at-risk youth, substance abuse, assessment and diagnosis, life-span development, concerned evelopment, counseling diverse populations, and research. Experience required in one of the following areas of counseling; child and adolescent counseling or family counseling.

APPLICATIONS. Interested applicants should submit the following: written narrative describing how your experience, education, and interests qualify you for this position; resume; three letters of recommendation; and statement of counseling orientation. Applications should be mailed to:

Wayne W. Haverson, Acting Dean College of Education Oregon State University 215 Education Hall Corvallis, Oregon 97331-3502 Telephone: (503) 737-5960

Electronic Engineering Technology Faculty

Montgomery County Community College invites applications for a full-time tenure-track faculty position in Electronic Engineering Technology. Responsible for teaching within our degree and certificate program in Electronics Technology.

Teaching theory and application of AC, DC and Digital Electronics, courses in Electronic Instrumentation and Electronic Communication. BSEE or BSET and an MS in Electronic Engineering. One year's experience working with industrial application involving circuits, microprocessors and digital electronics. Preferred competencies/experience including DOS, RS232, 422 and Networking. Knowledge of Programmable Logic Controllers, and Printed Circuit Board Simulated Soft-

Montgomery County Community College is a comprehensive community college, located in suburban Philadelphia, with over 8,100 full- and part-time students in 32 career and transfer programs and 7 one-year certificate programs. Salary: upper \$20's. Position available August 15, 1992. Send letter of application and résumé to: Ruth Jordon, Montgomery County Community College, 340 DeKalb Pike, Blue Bell, PA 19422, no later than March 25, 1992. AA/EOE.

Montgomery County Community College

unte courses. Plav aignificant role in directing markeling concentration as business program enters ero of high growth. Outstanding teaching skills required. Approprinte doctorate and business experience expected. Shenandoah University, related to the United Methodist Church, is a rapidly growing institution of over 1500 students tocated in Northern Virginia 70 miles west of Washington D.C. Screening will begin March 23 and continue until position is filled. Apply to Dr. Richard Ladd, Interior Dean, Harry F. Byrd, Jr. School of Business, Stemsadoah University, Winchester, Virginia 22601. EOE/AA.

Bushness/International: Tenure-track position starting Fall 1992 at Utah Valley Community College in Orem. Requires MaPb. D. preferred, plus 1-3 years teaching or
closely related professional experience
with knowledge of international business,
marketing, and economics. International
background or experience preferred; community college teaching desirable. Application deadline & April 10, 1992. For application and information, contact Personnel
Services, (801) 222-8000 X 8207. UVCCI
an accredited community college serving
8,000 students. AA/EOE.

Business/Managament: Behaviorai Scientis/Business and Managament. Tenuretrack, Assistant Professor with an emphasis on behavioral science. Courses will include Behavioral Studies for Illusiness and Managament and advanced courses in behavioral areas. Opportunity exists to teach more traditional courses auch as Consumer Behavior and Quantitative Research Methods. Teachins load is three courses (two proparations) per somenter. Outstanding teaching effectiveness is the primary criterion for tenure and promotion. Qualifications: Demonstrated excellence in teaching: doctoral despect in business with a substantial background in a behavioral actions field with substantial coursework in business. A. B.D. is considered. A record of quality research and publication is designable. Compensation packaga is compessive: Starting date is September, 1992. The University of Redunds, a givent; iberal arts university, has 1,400 residential underestantial courses (see Langlet; 1) names, adverses and phone combers of four curres in legistically; 2) current vises including courses taught; 1) names, adverses and phone combers of four current scademic references (a) least two on teaching abiliticals; 4) an official copy of transpering, Send 100. Professor Kelth Barnes, Chair of Search Committee, Department of Business Ad-

ministration, University of Redlands, P. O. Box 3080, Redlands, California 92373-0999, Review of applications will beain impediately and conduite until position is filted. The University of Redlands is an equal opportunity employer and encourages applications from women and minorities.

Career Services: \$17,640 plus benefits. Master's degree preferred in student personnel, education, respectively or a relative field. Career counseling experience in an educational seiling required, preferably in higher stuceston. Admisister and interpret ecademic and career assessments. Participate in new student orientation. Provide study skills assistance. Coordinate career and nigermant recourses. Administre University of the programment recourses. study skills assistance. Coordinate career and placement recourses. Administer University testing program, including administration; maintain toxi files and local or xamination; maintain toxi files and test accuraty. Perform committee assignments and related duties. Position is Security Sensitive. Send letter of application, resume and three letters of reference to Director of Porsonel, Stil Ross State University. Box C-13. Alraio, Fexas 79832; 4915837-8038. Application deadline April 6, 1992. EEO/AAE.

cation deadline April 6, 1992. EEO/AAE.

Chemistry University of Arkanass at Little Rock. The Department of Chemistry seeks qualified applicants for an inorganic Chemist. Termire track position at the Assistant or Associate Professor level, beginning Angust 13, 1992. Ph. D. required and post-doctoral research experience desirable. ACS accredited department with B. S. and M. S. programs. Seed vita, viruscripts, three letters of recommendation and subsertion of casearch plans to Dr. F. L. Settlift, Chair, Search Committee, Department of Chemistry, University of Arkanass at Little Rock, 2801 South University Avenue, Little Rock, 2801 South University Avenue, Little Rock, Arkanas 720-04. Review of completed applications will openime to be accepted until the position is filted. Applications will be subject to inspection under the Arkanass Preedom of Information Act. The University of Arkanass Eventual Comportunity Employer and actively weeks the candidatey of minorities and women.

Chemistry Instructor position (tenure

Chemistry: Instructor position (tenure track) in scored, organic and inorganic. Requires Master's degree in chemistry ocquivalent and commitment to the contrarunity college philosophy. Salary schedule with liberal fringe benefits. Send résume, transcripts to: Dr. Gene A. Kamp, Dean of instruction, Southeastern Illinois College, Harrisburg, Illinois College, Harrisburg, Illinois College, Josephs April (, EOB/AA.

UNIVERSITY OF WISCONSIN-STOUT FACULTY AND ACADEMIC STAFF POSITIONS

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SCHOOL OF EDUCATION AND DESIGNATES.

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Education
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The Faculty building. To adding neverth, and writer Servicing legics on 2/15 V2, apple above trough of through 4/15/21) child developments athybilithesed Education. Prochool, by Regular many berease in thirds, of his procuration before the state of price of the open and arbeids; response to the development including brath and addrs, three treatment curricularity methods outside a service are treathed development including brath and addrs, three treatments and outside public agreeing appropriate 2 (Enthy double of Education Treathed). A Requirement between the court of the board in culty this blood address or related area required. Addity in teach loadequare reprintant curricularity address course and other early childhood education courses based on the Ed development principles, three years to add thing superiore at the indirengation primary level. Addity in maintain and develop positive relations with outside publish agencies important. For both positions, about a unspecies added trachers to required. Louise judy Jar (1463)

Food and Maintition

Faculty Position. Screening begins on \$414-92, applications accepted through \$15-92. Teach undergrainate and graduate contrast, primarily in northern directs. So Disconsistent food functions of death related field, or MS with usafting and clusted experience in directs. So States and ADA membership required. Research and professional senses desired Contact James Summer (2183) SCHOOL OF INDUSTRY AND TECHNOLOGY

Bus frees:
Three Faculty Positions, Screening begins on \$47.42; applications accepted through \$1.492. Teach undergradure courses in 11 Accounting, (2) Business Management, and (3) Marketing Others is an in house candidate for the Marketing position). Requirements (1) Appropriate Master's degree transcripting will also need 124 or CVM, or (1) Doctorate in appropriate held and (3) all candidates witness decks as usually a witness or exercises. Scalars of the works apprehense Contact Standary Johnson (2417)

Constitution than, Education and Tradelog
Three Faculty/Leademic Staff Positions. Screening begins on 3/30/22; applications accepted through 4/30/92.
Teach undergrade are and graduate courses to Technology Education, Graphic Arts Phongraphy, and Training and Development. Requirements: Master's Degree (Doctorus preferred in the appropriate field), referred teaching and/or work experience. Contact jumes there (1/24).

tudinstrial Miningerment
Two Priceley, Screeningbegins on 3/1/92; pipil attors accepted through 4/1/92. Trach graduate and underly advance courses, do rescent and service. 13 Industrial management Immediate needs cell for teaching such accepts landing, Plant Legisla and Malagement amanagement. Fortunes as expedition in Management, Production and investory Management, and Quality Managements. Registerents strong practical, operation, industrial, or management experience; Doctorate or Portorate in progens 13 Sabs, Netabb, and Loss Control Immediate needs cell for teaching Pins Protection, Experiencia, and Test Safety management. Future assignments ended cell for teaching Pins Protection, Experiencia, and Test Safety management. Future assignments consistently of the control of experience, Nature (Postorate or Doctorate in progress preferred). There are in-hours candidates for both positions. Cantact Jerry W. (Conter (2538)).

To sharing?

For Precity Positions. Screening begins on 3/2/3; applications accepted through 3/31/34. Teach underly adrage rourses. demonstrated proficiency in oral, and written communication public. 19 Archaectural Compiles. Architectural Technology, Computer Aded Drafting, Facility Planning, Structural Systems-Wood and Sued, and Sued, and Systems-Wood and Sued, and Sued, and Systems-Wood Architectural Communications in the Systems and Interfacing, angineeting mechanics, solds man determined devices and circulary, circuit and network theory, microporetorous microporetorides; analog and digital communications, including computer networking Requirements. Massiv's Degree in engineering (Ph II) preferredly, demonstrated familiarity with CMI, popiled research 41 the technical spectrum in packaging or doody related technical field preferred. University level vasching experience highly destruible. Context Thorms Sudden (1384).

Art and Bestge
Three Faculty Positions, Screening begins 3/22/92; applications accepted usual 4/10/92. 1) Art Education, Assume Redording of 8-12 undergradurine programs. Supervise student trachest, teath Art for course including primary and secondary procedous, pre-teating observation and art curries found. Other duties include southern as it is secondary procedous, pre-teating observations and art curries found. Other duties include southern as feed and the secondary of the registered P.D.D. preferred. Must be 8-12 certificities and have 8-12 teaching experience. Send alides as found and suddents when Arthur policulos 2) Indonerial Design. Teach industrial design, design though extensive teating the secondary of the secondary

Four Additions that Positions 3: Designer, interior or incustrial accreting region yearly appreciate accepted on all 4/1092. Teach in an area which includes classed in presention to the times. 3 Deleage, and design theory and trunder or industrial design. M.P.A., M.A. preferred or equivalent experience in a design field required; design experience preferred. Send talkies with application. 3) Substitute regional countries in the sense of the page 1/2/2/2/2, applications as excepted and 4/10/92. Teach undergraduate courses in An il Butory including Period Furnishings. Period Furnishings. Period Furnishings. Period Furnishings are presented until 1011/07. Teach undergraduate countries on courses in the sense of the present of the professional countries from the course of the present of the professional countries from the course of the present of the professional countries from the course of the present of the professional countries from the course of the present of the professional countries from the course of the present of the professional countries from the course of the professional countries from the present of the present of the professional countries from the professional countries for the professional countries for the present of the present of the professional countries for t Biology

Academic Staff Position. Screening begins 4/1/92; applications accepted unit 5/1/92 Teach Biology. An
Environmental Approach, and Man and the Bratinonment. ABD required, Ph.D. preferred. College tracking
experience required. Teaching, research and publications preferred. Content George Meloco (1569).

Implieh and Philosophly
One Academic Staff Gran Faculty Position. Screening begins 3/15/93; applications accepted until 4/15/92 1)
Acade rick Staff, English, Teach beginning and substanced composition. 3/1. required, Ph D preferred; nucessful university level teaching preferred. 3) Faculty, Philosophy; Trachinardoscopy philosophy, logic, garves; business, and professional either, critical thinking, and philosophy of religion, farificial course and program development. Requirements Palls, and 5 years university-level teaching. Public attorns and professional service destroble. Contact Janes Polancity (1103).

Mathematics
Faculty Farities, Computer Science. Screening begins 4/15/92; applications accepted until 5/4/92. Teach lower and upper division courses in computer science including, but not busined to, such courses as Survey of Programming Languages, Basa Structures, and Software Engineering Rescurch and service expected. Requirements: Fh. D. in computer advance or closely related area. Sorue teaching experience-desirable. Contact Bill

UF-Stbut is an equal opportunity: effirmatic exciton employer, committed to diversity in its people and its programs. UF-Stout expectedly excourages applications from women, persons of color, and persons tribb disabilities. The University is open to considering qualified spouses for ane liable positions. An alphabetical list of conduction, whiteest differentiation, may be released upon request after the application closing date.

BULLETIN BOARD: Positions available

UNIVERSITY OF UTAH

GRADUATE SCHOOL

OF SOCIAL WORK

Announces a Tenure Track Position in

ADMINISTRATION/

COMMUNITY PLANNING

Teaching rosponsibilities will include courses in adminis-

ration, community organization, and evaluation research.

Professional experience with diverse cultural and ethnic

groups is desired, as is experience in developing community linkages and course content relevant to the

Qualifications for the position include M.S.W. with Ph.D. or D.S.W. (A.B.D.'s will be considered if dissertation is in

process); administrative practice experience; and ability to

Applications should include a letter in which qualifica-

ons are set forth; a comprehensive vita; and names/

ddresses of references who may be contacted by the

Applications will be accepted until position is filled. Screening to begin February 28, 1992. Women and minority

Dr. Kay L. Dea, Dean Graduate School of Social Work University of Utah

The University of Utah is an Equal Opportunity/ Affirmative Action Employer

FACULTY POSITIONS

East Arkenecs Community College anticipates openings beginning August 10, 1982, for the following instructional positions. All positions are subject to budgetary approval.

BIOLOGY INSTRUCTOR: Master's degree in biology with educational preparation to teach a variety of biological science courses including laboratories. Teaching experience in microbiology desired.

ENGLISH INSTRUCTORS (2): Master's degree in English. Experience

MATHEMATICS INSTRUCTOR: Master's degree in mathematics. Ex-oscience with developmental mathematics desired.

NURSING INSTRUCTOR: For classroom and clinical teaching in child health or medical surgical. Must have or be eligible for Arkansas ilcensurs. Current clinical experience with MSN preferred.

Each position requires a strong commitment to effective teaching and the philosophy of the community college, and the ability to work with a wide range of students. Teaching experience at the community college level is desired. Duties include teaching a 15-hour course load each semester (including day and evening classes), student advising, service on college committees, and office hours. Salary is based upon faculty salary scale. To allow for community involvement, EACC desires employees who will reside in the College District.

Review of applications will begin April 27, 1992, and continue until positions are filled. To insure consideration for a position a letter of application, résumé, and copies of transcripts must be received by April 24, 1992. The materials should be sent to: East Arkonsas Community College, Personnel Office, Porrest City, AR 72335-8598. An EACC application form will be mailed to each applicant upon receipt of the résumé. EACC is an AA-OE EMPLOYER.

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ECKERD COLLEGE

MANAGEMENT DEVELOPMENT INSTITUTE

The Eckerd College Management Development Institute seeks a full-time Institute (non-tenure track) for public and contract programs for national clientee, beginning july, 1992. The Institute offers a variety of leadership and management programs for corporate and not-for-profit executives.

Position requires exceptional skill in teaching, program development and marketing. Ph.D. in psychology or business and experience in executive education preferred. Send application letter, résumé and names of three references to Management Development Institute, Eckerd College, 4200-34th Ave. South, St. Petersburg, Florida 33711. Application deadline: April 3.1007

Salt Lake City, UT 84112, Phone (801) 581-6194

onduct research in a substantive social work area.

Search Committee concerning qualifications.

applicants are particularly encouraged to apply.

Applications and nominations should be send to:

ninority experience.

Washburn University

WASI IBURN UNIVERSITY is located on a spacious and altractive campus in the capital city of the state of Kansas, Washburn is a municipally supported, state assisted university, composed of five major units the College of Arts and Sciences, the School of Business, the School of Law, the School of Nursing, and the School of Applied and Continuing Education. Graduate programs are offered in Education, Psychology and Business as well as Law. Tractitional undergraduate degree programs plus several two year degree programs are offered Washburn also operates KTWU, a PBS affiliate, and offers credit courses through this facility.

Washburn University invites applications and nominations for the following

positions

Department of Health, Physical Education and Dance: Physical Educator with competencies in dance. This is a inne-month tenure tenure track position at the rank of instructor or assistant professor to commence Fall 1992. Primary responsibilities include teaching physical education majors in aspects of dance/theory and other elective activity courses; advising students; and assisting student dance organization. A terminal degree in Physical Education or Dance is required at the assistant professor level. Minimum qualifications include BA in Physical Ed. and MS, in Physical Ed. or Dance. Deadline: May 1, 1992.

Include BA in Physical Ed. and MS, in Physical Ed. or Dance. Deadline: May 1, 1992.

Department of Education: Assistant Professor in the area of Early Childhood/Elementary Special Education. This is a rune-month tenure track appointment. Primary responsibilities include: teaching undergraduate courses in Early Childhood and Elementary Ed. supervising field experience; advising students; and establishment of a research/scholarship record. A Ph.D. in early childhood/elementary special education (educable Mentally Retarded) or directly related fields; experience leaching at pre-school or primary level, familiarity with non-public school child care prugrams and family service agencies; and university teaching experience. Deadline: April 1, 1992.

Department of Music: Instructor of Music for Group Plano. This is a one-year appointment. Responsibilities will include teaching group plano, studio plano and administering the plano proficiency program; engage in recital/performance activity. A master's degree in plano, successful experience in leaching group plano, studio plano end performing are required, preparation in teaching group plano, studio plano end performing are required, preparation in teaching plano pedagogy is desired. Deadline: April 1, 1992.

Department of Criminal Justica: Chairperson appointment to commence August 1992. Nine-month appointment with three-quarter time leaching responsibilities. Summer teaching possible. Responsibilities include, supervision of departmental curricula; instruction; farcetion; and evaluation; preparation and expenditure of budget; handling student concerns within the department. A doctorate or equivalent, preferably in criminal justice or related field (a law degree is not considered equivalent), a record of excellence in academic accessful administrative experience and to those with a background in law enforcement. Deadline: April 1, 1992.

Department of Communication Studies: Chairperson at the rank of Associate Professor or Professor. This is a nine-morth request-track p

background in law enforcement. Deadline: April 1, 1992.

Department of Communication Studies: Chairperson at the rank of Associate Professor or Professor. This is a nine-month, tenure-track position to commence August 1992 with possible future 12-month appointment. Responsibilities include, supervise fiscal, personnel and curricular affairs of the department. Stimulate, facilitate and participate in faculty development, program development and community service. Frach in area of expertise, and administer and lead the department in an open and democratic manner emphasizing teamwork. An earned doctorate in broadcasting or related mass madia area, record of excellence in leadership, scholarly endeavors and service, demonstrated record of excellence in leadership at the university or college level, broadcasting experience. Deadline: April 17, 1992.

Department of Communication Studies: Assistant Professor, ninemonth tenure track position in Public Relations to commence August 1, 1992. Responsibilities will include teaching in public relations, public relations campaigns and media writing, reporting, editing, and other writing and theory courses as assigned. Advise students and participate in the ongoing activities of the department and University. A doctorate is required, five years professional experience in the Public Relations Seld strongly preferred and teaching experience and accreditation by the Public Relations Society of America destrable. Deadline: April 17, 1992.

School of Business: Several (aculty positions in Business Administration, A

School of Business: Several (sculty positions in Business Administration, A declorate or ABD in Accounting, Finance, Marketing, Organizational Behavlor/Management or Mi3/Quantitative Methods required. Scholarship valued; teaching is highest priority. Business experience is desired. Deadline: April 17, 1992.

17, 1992.
To assure full consideration, send letter of application/nomination, current vita, transcripts of all graduate work, and three letters of reference to: Dr. Wayne M. Shetey, Vice President for Academic Atlatrs (referencing the appropriate position) Washburn University, 1700 SW College, Topeka, KS 66621. Application reviews will commonce at the appropriate deadlines but will continue until the positions are filled. Selary will be dependent upon qualifications and experience. Washburn University is an equal opportunity, affirmative action employer. Minorities and women are especially encouraged to apply.



RIVERSIDE COMMUNITY COLLEGE DISTRICT Riverside, California

seeks applicants for SPEECH COMMUNICATION/ **FORENSICS INSTRUCTOR**

Deadline: by 4:00 p.m., April 17, 1992. Equal Opportunity Employer

Chemistry: Sarior Mass Speciroscopist. Responsibilities include management of all mass spectroscopy activities including operation and maintenance of a triple singe mass spectrometer, collaboration with factivity, postdoctorals, and graduate students by lose precing and reporting mass spectral data and structural elucidation of unknown compounds, development of new methods, and the training and supervision of the resease spectroscopy technician in the operation of the system. Requirements: Ph.D. in organic chemistry with doctoral work involving mass spectrometry. If months experience in the operation and mulntenance of GC/MS instrument equipped with a triple singe mass spectrometry, in Indicate one year's work to the field of GC/MS/MS, Spirary; 311,800/year; 40 hour week, Seas desumés with Social Searify neighbers to indicate Department of Employment and Training Services, 10 North Senate, indiannella, Indiana 46304, Attention: G. R. Replogie, I. D. number 1288217.

Civil Engineering Technology: Tonure-track position Cesimina August 1992. Midmum qualifications include Master's degree in Civil Engineering with P.R. or Ph.D. in Civil Engineering with P.R. or Ph.D. in Civil Engineering. Relevant lodustrial experience desirable. Responsibilities include undergratuate teaching in transportation, acotochnical, surveying, and construction. Apptication eview with begin June 3, 1992. Send letter of application, resumé, names and addresses of at least three references, and official transcripts to: Office of Academic Affairs, Civil Engineering Tectunalogy Sentch. Western Kentucky University, 1546 Russellville Road, Bowling Green, Kentucky 42101-1376. Women and minorifies encouraged to apply, Affarmative Action, Equal Opportunity Employer.

Communications Alaska Pacific University

Communications Alaska Pacific University is sceleing a full-time assistant professor of speech communication. Daties include teaching Fundamentals of Communication, opportailistion Public Speaking, Persua



Antioch University invites nominations and applications for two faculty positions in its graduate programs in the School for Adult and Experiential Learn-

1. Management: Faculty member to teach in innovative weekend M.A. program in Management. Some teaching responsibilities in adult B.A. program as welf. Ph.D. required, preferably in one of the following fields: organizational behavior, economics, business policy, operations, or a closely related area. Contact Dr. Stephen Brzezinski, Director of the Graduate Management Program, Search Compilitee Chair.

Management Program, Search Committee Chair.

2. Conflict Management: Faculty member to direct new M.A. program in Conflict Management. The program will deal with theory and practice across a broad range of applications and will combine both external and residential components. The program will begin Spring 1993. Significant academic and practitioner experience in some area of conflict management and doctorate in appropriate field required. Contact Dr. Shierry Weber Nicholsen, Director of the Individualized Master of Arts Program. Search Committee Chair.

of the Individualized Master of Aris Program. Search Committee Chair.

Antioch University is known for its tradition of educational innovation. SAEL is located on the Antioch campus in Yellow Springs, Ohio and serves 500 students through an undergraduate weekend college for adults, a graduate weekend program in management, and an individualized external degree M.A. program with 220 students in the United States and abroad. In addition to SAEL and Antioch College on the Yellow Springs campus, Antioch University Includes Antioch Southern California, Antioch New England Graduate School, and Antioch Scattle.

Thirty minutes from Dayton and an hour from Cincinnati and Columbus, the village of Yellow Springs attracts creative individuals who are socially con-cerned and vitally involved in the life of the community.

The Search Committees will begin reviewing applications as received and will continue to review them until the positions have been tilled. The positions are full-time, with twelve-month contracts, and are available July 1, 1992. Applications should include a personal statement of interest and qualifications, along with a complete résumé and the names, addresses, and telephone numbers of four references. Send nominations and applications to the appropriate tracest, committee chair et the appropriate search committee chair at

Antioch College 800 Livermore Street Yellow Springs, OH 45387

Antioch University is an affirmative action, equal opportunity employer. Applications from women and minorities are encouraged.

CHAIRPERSON Early Childhood Education College of Education **TOWSON STATE UNIVERSITY**

The Department of Early Childhood Education is seeking qualified applicants for the position of Department Chairperson.

An earned doctorate, experience in early childhood education, an established record of scholarship and excellence in teaching are required. College level administrative experience for directing a department of nine full-time faculty is essential. This is a lenure-track position with a six-hour teaching load per semester. Salary and rank are negotiable.

Candidates should send a letter of application including areas of teaching expertise, curriculum vitae, three current letters of recommendation, and a sample of scholarly work to:

Dr. Joan Hildebrand Early Childhood Education Department College of Education Towson State University Towson, Maryland 21204

The application and closing date is April 15, 1992. Towson State University is a liberal arts based, comprehensive university enrolling 15,000 undergraduate and master's degree students. It is located on a 326 acre campus in the northern suburbs of Baltimore.

An Equal Opportunity, Affirmative Action Employer

sion, Smail Group Processes, and Intercultural Communication. Requirements include an earned Ph.D. in the field. College seathing experience is preferred. Please sand a letter of application, three letters of reference, curriculum vitae, and transcription, abowing completion of Ph.D. to Dr. Alan Schmitz, Chair; Humanities, Arts, and Communication Department; Alaska Pacific University; 1401 University Drive; April 10, 1992. Starting date: August 15, 1992.

Communication Department, Inchesia Paril 10, 1992. Starting date: August 15, 1992.

Communication Department of Communication at the University of California, San Diego is recruiting for gue temporary faculty position.

University of Cultimanication at the University of Cultimans, San Disgo is recruiting for one temporary faculty position with possibility of extension cubilect to funding at the locturer or visiting assistant processor level for the 1992-93 academic year. Candidates must have either a Ph.D., M.F.A., or be advanced to candidate, Salarias are in strict accordance with established UC pay scales. We are searching for a person to teach course in popular culture analysis and media production. Half of the courses will be in criticism of popular culture, images of women or media stereotypes. The rest will be on production skills, include program development, and indicate selection begins April 17, 1992, and considers with significant experience in photography, heater, mostly or superince in photography, heater, mostly or calling of these perfects by April 21, 1992.

To Recrulment (CHB), University of Cultifornia 92093. It on caltiers in immiration at the course of these refereds by April 21, 1992.

To Recrulment of Communication begins in the course of the production of the pro

fornin San Diego, Department of Communication San Diego, Department of Communication (1993). La Jola, Californin 92093. (1993). If non-ckizers, sate laundgration stetus. UCSD is an BO/AA Employer.

Cusmunication Arts/journalism/Public Residens: Union University, Jackson, Tenestee. Tenure-track, rank, and salary open, beginning August, 1992. Pach Journalism, public relations, advise achoos no swapaper, Ph.D. or Master's with professional experience. Union University is a signal experience.

porary full time position. Possible appuintment renewable up to three years. Qualification: M.A. in communication required. Earned doctorate in Communication or related field considered helpful. Current secondary teaching certificate in Speech/Theater and secondary teaching experience preferred. Salary from a base of \$22,500 plus full frings benefits. Send tetter of Application, retsumé and the name/addresses of three references to Dr. Shirley McConnell, Chair of the Search Committee, Department of Communication, Putsburg State University, Pittsburg, Kanasa 66/162. Application review will begin April 10 and considue until the position is filled. Salary base from \$25,000. Pittsburgh State University is an Affirmative Action, Equal Opportunity Employer.

in Corporate Communications. Primar teaching areas will include sast communications. Journalism, and communications from the control of the communication of



Chairperson

Department of Physical Education and Athletics

Description: The Chairperson of the Department of Physical Education and Athletics leads the department in the development, administration, and enfunction of department programs, facilities and personnel. The Chairpeas makes recommendations regarding physical education affairs to the Deano the School of Education and recommendations concerning athletic assumption of Vice Chancellor of Academic Affairs. The department offers majors in these produces are program, and len variety roots. three professional programs, a service program, and ten varsity spots to men and nine varsity sports for women. **Oualifications:**

doctorate in Physical Education or a related field
 knowledge of physical education, athletics, teacher preparation are

knowledge of physical education, athletics, teacher preparation and coaching

 demonstrated leadership, interpersonal, and managerial skills within the University and externally on behalf of the University
 experience in administration of Physical Education and Athlete programs at the collegiate level
 demonstrated skills in fostering excellence in teaching, service, ship, and faculty development
 demonstrated commitment to enhancing diversity.

Salary Competitive. Terms of Appointment: Tenure on appointment, rank of Associate or [v]

Beginning Date: September 1, 1992. To Apply: Letter of application, résumé, three current letters of recommend

Dr. Mel Lewis, Chairperson Search and Screen Committee McPhee Physical Education Center University of Wisconsin-Eau Claire Eau Claire, Wisconsin 54702-4004

Application Deadline: April 17, 1992.

Under a Wisconsin court-approved settlement of litigation involving such records, the University is obliged to release a broad list of all nomines and applicants without differentiating the category of those nomines and app

The University of Wisconsin-Law Claire is an Equal Opportunity, Aftermative Action Employer.

BAY de NOC **COMMUNITY COLLEGE**

2001 North Lincoln Road Escanaba, Michigan 49829-2511 (906) 786-5802

FACULTY POSITIONS

Bay de Noc Community College, a comprehensive institution acceditely the North Central Association, invites applications for three full-time look tenure-track positions. The college is located near the shore of lake hid-gan in Michigan's Upper Peninsula, and enrolls over twenty-fee harded trackers in control.

PHYSIC5 The successful candidate will plan and teach an eighteen-hour load inch ing classes in general physics, applied physics, appropriate mahemito, and other pre-engineering courses. Master's degree in physics, eigheeing or closely related area required. Teaching experience desirable. **ENGLISH/COMMUNICATIONS**

The successure candidate will be a writing specialist who is committee community college philosophy and experienced with teaching in busing monator. A background in remedial writing, learning disabilities, and teaching with communications in a closely related specialty is required. A sixteen-hour load will include classes in composition, research writing, and literature.

PSYCHOLOGY POSITION The successful candidate will be a writing specialist who is comm **PSYCHOLOGY POSITION**

Successful applicant will teach a variety of psychology course at the top-munity college level. Preferred qualifications include a master's degree psychology and teaching experience, preferable at the community college level. Some knowledge and experience of early childhood education has plus.

Salary: Nine-month contract. Salary is dependent on education and expe

Starting Date: August 17, 1992 Starting Date: August 17, 1992

Application Process: Send vita, transcripts, and three references (include Dean for its process). phone numbers) by April 15, 1992, to James Barr, Executive transfer struction, Bay de Noc Community College, 2001 North Lincoln Road, Era naba, Michigan 49829-2511. Equal Opportunity, Affirmative Action for

Corporate Communications. Primary teaching areas will include mass communications, journalism, and communication incorp and research methods. Other areas presentations and pursued the relations, professional presentations and business writing. Ph.D./ M.B.A. required. Candidates should have some professional experience and demonitate schodarly activity, Applicational work, professional professional work, presents I muscript and three letters of refrescents I muscript and three letters of refrescent I firing Committee. Humanities. Committee, Humanities. Committee, Pathodelphia, Peanstytania 1910. Application appearment, Drevel University, Pathodelphia, Peanstytania 1910. Application adadlice is April 15, 1992. Devote is an EOE/AA employer and encourages applications from women and minorities. Communications / international Development: Developmental Communications. I'm year USAID funded position, Bunda College of Arriculture, Malawi, Teach: Communication Theory, Technical Writing, English; Supervise, Research, Mini-

mum MA in relevant fields and developing country experience, Africa preferred. Sead résums to: John Hatch, Academy for Edu-cational Development, 1255 237d Street, N. W., Washington, D. C. 20037. EOE/M/ P/H/V.

Communications / Radio: Communications Instructor — Reporter/Producer. Teachest radio production and news writing at University of Idaho (50%) and gathers, writes and produces news stories and features for Northwest Public Radio si Washington State University, a network of 4 stations and 10 translators serving eatern Washington Company of the Markowski of the Stations and 10 translators serving eatern Washington, 60%). Based in Moscow, Idaho and Pullman, Washington offices. Must be able to work independently. Outsilications; 3 years' professional radio reporting and a Backelor's degree. MA antior teaching experience preferred. \$15,000-528,000 depending on experience plus benefits. For an information packet, job description and complete lint of qualifications; all 509-335-6580. Desading to apply is April 3, 1992, WSU han EO/AA employer and educator.



DEPARTMENT **CHAIR** CHEMISTRY

Kennesaw State College, a comprehensive and progressive regional college recently recognized as up and coming in US News & World Report, invites applications and nominations for Chair of the Department of Chemistry in its School of Science and Allied Hosith. Located in an attractive suburban area of Metropotilan Attanta, Kennesaw State is one of the fastest growing units in the University System of Georgia, enrolling approximately 11,000 students in a broad array of high-quality undergraduate and professional graduate programs. KSC has established a notable record of employing women and mi-norities and strongly encourages applications from both groups. norties and strongly encovrages applications from both groups.

The Department offers an ACS accredited undergraduate major in Chemistry and has major instructional commitments to undergraduate research, general education, pre-professional preparations, nursing programs, teacher education and the other sciences. Sponsored research activity is growing. Distinctive leadership and a progressive and applied emphasis in teaching, service, and research are desired. Funding for a major new science building is expected in 1992-93.

Qualifications included an earned doctorate in chemistry, associate or full professor rank, administrative ability and effectiveness, demonstrated teaching effectiveness, strong interpersonal skills, and a progressive and energetic commitment to teaching, service, and research that is consistent with the college's mission and strategic vision for future growth and development.

Salary is competitive and commensurate with qualifications. Position is available July 1, 1992.

Applications will be accepted until the position is fitted and must be received by April 30, 1992 to guarantee consideration. Send letter of application addressing job qualifications and vites to: Dr. Dorothy Zinsmeister, Search Committee Chair, Kennessw State College, P. O. Box 444. Marietta, Georgia 30061.

Adjunct Assistant or Associate Professor

PHARMACOLOGICAL RESEARCH

Part-time (25% FTE) faculty position available. Requirements: position is responsible for initiation and implementation of pharmacological research. Teaching responsibilities include teaching residents and medical students pharmacological research techniques. Qualifications: Master's degree in biological sciences with a minimum of 5 years' experience coordinating clinical trials of new pharmacological agents and research. Experience with psychopharmacological psychotrophic research. Significant publications related to pharmacological trials is required. Faculty rank is dependent upon qualifications and experience. Respond by April 3, 1992, to:

James R. Hillard, MD Professor and Chairman University of Cincinnal Medical Center Cincinnati, OH 45267-0559 Phoner 513-558-4274



Affirmative Action, Equal Opportunity Employer
The UC Medical Center is a smoke-free work environment

FAIRMONT STATE COLLEGE Political Science Position Available

Instructor or Assistant Professor of Political Science tenure-track position effective August 15, 1992. Responsibilities include teaching upper & lower level Political Science courses in American Government & Politics, State & Local Government, Public Administration, and Quantitative Methodologies. Ph.D. In Political Science desirable. Safary commensurate with experience

Send letter of application, résumé, official transcripts and three letters of recommendation to: Or. Ronald D. Pearse, Acting Chairman, Division of Social Sciences, Fairmont State College, Fairmont, WV 26554. Closing date: April 1, 1992.

An Equal Opportunity, Affirmative Action institution

Communicative Disorders: Visiting Assistant or Associate Professor, University of Redigneds. Teach undergrationate and araduse courses in innusage and learning disabilities in a department of Communicative Disorders. Supervise diagnostic classes, with some demonstration teaching. CCC in with some demonstration teaching. Disordera. Supervise disaching. CCC in Speech-Language Patholosy, California State License and Ph.D. preferred. Ninemonia contract year, two-year leave replacement with possible lenuer track postion to follow. To apply: sead letter of application; description of areas of expertise; current curriculum vilae; three current letters of recommendation to Dr. Robert Hudspeith. Dean of Faculity. University of Redinates. P. D. Box 3069. Rediands, California 92373-0599, Available Pall, 1992. Application open until filed but will sunt reviewing files April 13, 1992. The University of Rediands is an equal opportunity employer and encourages applications from women and misorities.

from women and misorities.

Corngular Information Systems: Full-line teaching position in computer information systems starling August 1992. Salary and rank negotiable; M.S. to computer science or computer information systems required; must have shally to teach undergraduate courses in introduction to computers, formation systems and at least one leaguage. Send régume and references to J. M. Ornbarn, Interim Dean, School of Business, Wingste Colego, Wingste, North Carolina 23174. Wingste is a baccalaurouse level, liberal arts college of about 1400 students, affaming the Christian perspective and seeking individuals who share those values. AAMEOE.

Computer information Systems: Cleveland State Community College is accepting applications for the position of Computers and information Systems, instructor—Masser a degree in Computer Science, Management Information Systems, or related area is required Related work experience is preferred. Review of applications will begin immediately, applications will be accepted until the position is filled. Cavetand State Community College applications and positions and positions and positions. Fostiton starting date: August 17, 1992. An advantage of the properties of April 20, 1992. An advancements are available from anouncements are available from a company of the properties of Apply Industry Apply Indust

7141, extension 205. AA/EOE, M/F/H.

Computer Information Systems: Pull-time, tenure track position. Instructor or Assistant Professor to teach in the Department of Business in a liberal arts, observed street of Science or M. B.A., with extensive graduate credit/experience in CIS required. Peaching duiled include teaching upper level CIS courses in programming as well as eatry level courses. Practical business experience with computer applications preferred. Additional duiles include advising suddents and assistance in microcomputer lab management. Send letter of application, remained, transcripts, and si least three references to: Dr. Paul S. Moores Vice President for Academic Affiliar, Union College; 310 College Street; Barbouville, Kentucky 40996. Applications recepted until the position is filled. Date of employment is Sentember J. 1992. An Equal Opproctunity, Affirmative Action Employer.

Regent University Faculty Openings for the

Regent University announces anticapated vacancies for the Fall quarter 1992. These positions are confingent upon funding. ASSOCIATE PROFESSOR OF BUSINESS

1992-93 Academic Year

Seasoned business faculty possessing an earned doctorate or an M.B.A. with several years of senior executive experience, to teach finance, management and international business at the graduate lev-

Contact Person: Or. John Mulford, Dean, College of Administration and Management, Regent University, Virginia Beach, VA 23464-9800. ASSISTANT PROFESSOR OF EDUCATION

Applicants should possess an earned doctorate in education, preferably in educational psychology, educational administration, and/or teacher education. Three to five years of K-12 teaching experience is preferred. Involves teaching in the administrator and teacher training program and coordinating services and programs in our outreach program to disadvantaged and at-risk children.

Contact Person: Dr. William F. Cox, Jr., Dean, College of Education and Human Services, Regent University, Virginia Beach, VA 23464-9800.

ASSISTANT PROFESSOR OF DRAMA

Ph.D. preferred to teach and promote a Camera Acting Major at the M.A. level. In addition, position requires teaching playwriting, graduate seminare in theatre history and criticism, and directing one major production a year.

Contact Person: Dr. Eugene C. Elser, Deen, College of Communication, Regent University, Virginia Beach, VA 23464-9900. ASSISTANT PROFESSOR OF JOURNALISM

Ph.D. preferred to oversee and teach in a graduate level public relations sequence. Helpful if also able to teach courses in any of the other sequence areas of news-editorial magazine, photojournalism, television/radio news, professional writing and/or journalism education. Contact Person: Dr. Eugene C. Elser, Dean, College of Communication, Regent University, Virginia Beach, VA 23464-9800.

ASSISTANT PROFESSOR OF FILM AND/OR TELEVISION Ph.D. or M.F.A. with professional experience preferred to teach both production and critical studies courses in mass media. Additional duties include: supervision of student productions and projects and distinct productions.

Contact Person: Dr. Eugene C. Elser, Dean, College of Communication, Regent University, Virginia Beach, VA 23484-9800.

Regent University has the mission of providing graduate level professional education within an evangelical world view. Faculty are expected to share such a perspective. Regent University does not discriminate on the basis of age, handicap, race, gender, color, and national or others.

Please submit letter, résumé, including three references and state ment of Christian faith by April 18, 1992.

Humanities/Social Sciences Faculty Department of Liberal Arts Support National Technical Institute for the Deaf A College of Rochester Institute of Technology

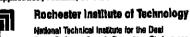
Nature of Position: Full-time, 10-month, visiting faculty position beginning

Responsibilities: Reach college preparatory courses in ethics, science, technology and human values, and critical thinking. Provide tutoring for deal students anrolled in RIT's College of Liberal Arts courses in science, technology and society, and

Qualifications: Master's degree in ethics, philosophy, social impact of science and technology or cross-cultural studies required; Ph.D. preferred. Two years teaching at secondary level required; at posteecondary tevel preferred. Sign ranguage skills and understanding of educational needs of deaf students required. Fruency in sign language preferred. Ability to contribute in meaningful ways to the college's contribute in meaningful ways to the college's contribute of the college's contribute in meaningful ways to the college's contribute of the college's c ant to cultural diversity, pluralism, and individual differences strongly

People who are deaf or hard of hearing, with a disability, and/or members of a minority group are encouraged to apply.

Deadline: April 15, 1992. Use reference #6001U526 when applying. Send letter of application, resume, and three letters of reference to:



Barry Cuthena, Search Committee Chairperson Hugh L. Carey Bullding, Room 2219 Post Office Box 9887 Rochester, New York 14823-0887

Computer Science: Kansas Wesicyan University seeks a tenure track instructor/ rasistant professor to teach computer science curriculum for infraduction to Saftware. BASIC, and information Systems courses. At least the M.S. in computer science and commitment to excellence in feaching and to Curristan values and faith required. Send cover letter, vits, transcripts and names of at least three references by April 15 to Dr. Donald W. Románser, Jr., Vice President/ Dean of the Fagulty, Karans Westershift, 100 B. Cassin, Salica, Kanasa 67401-6196.

mmé, transcripts, and at least three references to: Dr. Paul S. Moore; Vice President of College Street; Barbourville, Kentucky 40006. Applications accepted until the position is filled. Date of employment is September 1, 1992. An Equal Opportunity, Affirmative Action Employer.

Computer Science: Bastern Arizona College, Computer Science and Investigation, Computer Science: Bastern Arizona College, Computer Instructor, Salary: \$24,087 to \$38,350. Closing Date: Open until filled.

B.M.C. Is an AABOE.

Computer Science Homedical Engineerings Programmer/Analyst. Develop and Implement advanced computer programs and applications in support of basic biomedical and applied medical rehabilitation research. Hours: 40/week, 9:30 a.m. to 5:30 p.m. Sakury: \$1147.42 semi-montaly. Requirements: M.S. In C.S. or Biomedical Engineering, plus I year's experience in biomedical research roammunias. Academic work must have included at least 2 years in Bioelectronics and 2 years in Computer Science. Experience must have included designing, completing and interpreting basic and multivariest suisited analyses and 3-dimensional representation of data using SAS on mainfrage, including the provision of technical assistance to users in the selection of appropriate statistical procedures, applying mathematical formulae for transformation and manipulation of data sets; must have experience designing and writing moregam for homedical re-



COLLEGE OF EDUCATION

DEPARTMENT OF CURRICULUM AND INSTRUCTION

ASSISTANT PROFESSOR OF CURRICULUM AND INSTRUCTION

Reading Education, K-12 tenure-track framen Description: Teach undergraduate and graduate courses in reading education (K-12); advise students; work with local school districts; and conduct research, grant-writing, and service activities.

conduct research, grain-writing and degree in education with emphasis in reduig, (2) three or more years' K-12 teaching experience, (3) putential to amin graduate faculty status, (4) evidence of ability to write grants and conduct research, (5) evidence of professional experience in reading instruction of Southwestern U.S. bilingual populations is preferred.

ASSISTANT PROFESSOR OF

CURRICULUM AND INSTRUCTION
Social Studies Education, tenure-track

P.sition Description: Teach elementary, middle school, and secondary social studies methods; teach graduate courses in curriculum instruction; conduct recards, grant-writing, and service activities; advise graduate students.

(pulifications: (1) Three years of public school teaching, K-12, (2) earned decorate in education with emphasis in social studies, (3) eligible for graduate factures (4) evidence of ability to conduct research and write grants, (6) evidence of experience in supervising graduate students, (6) teaching experience with multitactial and ethnic populations is preferred.

Closing Date for Applications: Postmarked no later than midnight, March 31,

Application: Send letter of application, vita, three current letters of recommendation, and unofficial transcripts to:

Dr. Jeanette V. Martin, Ph.D. College of Education Curriculum and Instruction Box 30001, Dept 3CUR Las Cruces, NM 88003 (505) 646-6821 FAX (505) 646-6032

About the University: Founded in 1888 as a land grant institution, New Mexico State University has 86 areas of undergraduate study in six undergraduate colleges, 40 areas of study on the master's level, and 19 on the doctoral level. More than 15,000 students study on the 6,250 areas campus located in the beautiful Rio Grande Valley. The College of Education is a member of the prestigious Holmes Group and has an enrollment of 1,200 undergraduates and 500 graduates.

New Mexico State University is an EEO/AA Employer.
Offer of employment contingent upon verification of individual's eligibility for employment in the United States.

Humanities/Social Sciences Faculty

Department of Liberal Arts Support

Halure of Position: Full-time, 10-month, visiting faculty position beginning

Responsibilities: Tulor deal students enrolled in RIT's College of Liberal Aria

chinial lustice, political science, and selected social science courses. Teach some college preparatory courses in related disciplines.

Gualitications: Master's degree in criminal justice or related field required. Two years teaching experience at postsecondary level required. Teaching experience preferred in criminal justice and one or more of the following: Political Science. Social impact of Science and Technology, or philosophy. JD, LLB, or Ph.D. in one of above disciplines preferred. Sign language skills required, fluency in sign language preferred. Ability to contribute in meaningful ways to the college's continuing commitment to cultural diversity, pluretism, and individual differences strongly preferred.

People who are deaf or hard of hearing, with a disability, and/or members of a

Sand letter of application, resume, and three letters of reference to:

Rochester Institute of Technology

National Technical Institute for the Deal Greg Emerton, Search Committee Chairperson Hugh L. Carey Building, Room 2221

Rochester, New York 14623-0887

Rochester institute of Technology is an affirmative action/equal opportunity employe

Deadline: April 16, 1992. Use reference #6001U657 when applying.

Post Office Box 9887

minority group are encouraged to apply.

National Technical Institute for the Deaf

A College of Rochester Institute of Technology

An equal

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FACULTY POSITIONS

Lorain County Community College, a comprehensive community college, is a dynamic organization with a growing enrollment. The College offers an employment opportunity to qualified academic professionals who share its mission, who understand its objectives, who appreciate shared governance and who desire creative challenges. The emphasis of the College is solidly on excellence in lower division undergraduate instruction. We invite candidates who can demonstrate a similar commitment.

All positions are available for the Yall 1992 and are predicated on budget allocations as of July 1, 1992. Each position, except Biology Chemistry, is tenure-track. The Master's degree in the discipline and coffege teaching are required. The Doctorate, or 30 graduate semester hours beyond the first Masters is preferred for all positions listed

Early Childhood Education: Teach Early Childhood Education courses leading to the Associate degree and to pre-kindergarten Associate degree and to pre-kindergar

English as a Second Language: Teach all levels of English as a Second Language courses to non-nutive speakers.

(For both positions listed above, caudidates qualified to teach in parallel disciplines will be given preferred treatment.)

Developmental Mathematics: Teach courses in the fundamentals of Mathematics, basic and intermediate Algebra and Plane Geometry. Oral Communications/Theatre: Teach courses within the Oral Communications curriculum; ability to direct the forensics program and direct one theatre production per year.

English/itumanities: Teach English Composition (primary role) and illumanities courses (secondary role). The ideal candidate will have academic preparation and teaching experience in both English and a liumanities discipline e.g. Literature, Foreign Language, the Arts, or Oral Computations.

Biology/Chemistry (Temporary Pull-Time): Teach courses in Anatomy and Physiology, Microbiology and freshman level Chemistry. The starting salary range for the Instructor level is \$22,460 to

(Please specify position(s) for which you are applying) Applicants should submit a letter of interest, a comprehensive résumé and the names, addresses and telephone numbers of three work-related references. Additional documentation, including a professional statement and a Lorain County Community College application, will be required after receipt of the initial materials. Candidates selected for an interview should anticipate presenting a mini-tecture in the relevant field as part of the interview process. Official transcripts are required prior to employment. Forward all materials to:

Errol M. Browne, Director of Personnel LORAIN COUNTY COMMUNITY COLLEGE 1005 N. Abbe Road Elyria, OH 44035

The screening process will begin on March 9, 1992 Minority candidates and women are encouraged to apply AN AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER

Western New Mexico University

Western New Mexico University invites nominations and applications for a tenure track Assistant/Associate Professor for Education Administration in the Department of Education.

QUALIFICATIONS: Demonstrated leadership ability in public schools, exceptional expertise in staff development, slob based management, instructional supervision, and application of Re-Learning Principles. Candidates with Ph.D. or Ed.D., successful professional experience in a multicultural setting, and/or bilingual ability in English/Spanish will be given profesence.

Review of applications beginning March 26, 1992. Position open until

TO APPLY: Please send a letter of application, résumé, copies of transcripts, and three letters of recommendation to Professor in Education Search Office for Human Resources, Western New Mexico University, P. O. Box 680, Silver City, NM 88062.

WNMU—AN AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER

division and commiss gover nance is and expected. Approximents will be at the Assistant Professor level for those having the Ph.D. and at the Instructor level for others. Salary is negotiable and depends upon qualifications. Reappointment for additional years is possible, depending on the availability of funds and the individual's performance. Minimum qualifications are a M.S. or M.A. degree in computer science or mathematics (P.D. professor) with ability to teach in both areas and at least one year of teaching experience graduate TA experience seceptable). Preference will be given to candidates who demonstrate potential for excellence in teaching. Send letter of application, resume, transcripts and three letters of recommendation via U.S. cyall by May 1, 1992 to Dr. Michael Korth, Chair, Division of Science and Mathematics, University of Minnesons, Morris, Minesona 16867-2128, Inquiries can also be sent to A. Lopez, Search Committee Chair at entire Geas, are unused of practifications. The University of Minnesota is an equal opportunity educator and employer.

Computer Science/Mathematical The University of Minnesota, Morris, Division of Science and Mathematics seeks applications for a temporary one-year position, to teach undergraduate courses in computer science and mathematics starling September 16, 1992. The typical teaching load is two courses per quarter. Purticipation in division and commus governance is also expected. Appointments will be at the Assistant Professor level for those having the application of the professor level for those having the course per quarter. ealory according to scale based on qualifi-cations and experience. For expatrietes, housing, roundirly air travel, thus school-ing for two children included. Write, with carriculum vine, to: Dean Jan Moniessir, The American University in Cairo, 866 United Nations Plaza, Suite 517, New York, New York 10017, preferably before April 20, 1992.

April 20, 1992.

Coursellag: Bellamine College. Director of Student Counseling Center. Bellamine College invites applications for the Director of Student Counselins Center. The Center will provide individual and stroup counseling for a student population of 2,400. The position will include apone training functions related to resident life staff and other para-professional student arouge. Qualifications include a doctoral degree in counseling or clinical psychology, several years' exportence in counseling, license aligibility in Kantucky and evidence of adulnistrative skills, internables or experience to college settling desired. Salary competitive and full benefits perchase, interested applicants should send a resumd and three letters of reference on later than April 1, 1992 to: Fred W. Rhodes, Ed.D., Vice President for Student Affairs and Deso of Students, Bellaradae College, 2001 Newburg Road, Louisville, Kentocky 4020-5071, Review, of applications will begin April 1, 1992 and will continue until postlog is affed. Counseling: Counselor. 12-month, full-time possible besinning August 1992. Intake and ossessment, sadivious and group therapy, and consultation thus on-call duty. Ph.D. In Clinical Psychology, Counseling Psychology or related field. Liceasure elliphility preferred. A.B.D. will be considered. Preference will be given to caudidate with experience in one or more of the following areas college counseling center, assessment/retrait, crisis intervention, multi-cural issues, any and leablan issues, dysfunctional families, or groups. Send letter of interest, visa, three letters of recommendation, and official transcripts of graduate work to: Search Counsitée Châir, Counseling Center, Hammond Heath Sarvices, 953 Danby

UNIVERSITY OF MAINE at Fort Kent

Academic Excellence in Northern Maine

The University of Maine at Fort Kent Invites applications for the nursing faculty positions of Community Health Nursing, Peri-Natal/Pediatric Nursing, and Psychiatric/Mental Health Nursing, and Chair of the Nursing Division in combination with one of the above positions.

RESPONSIBILITIES: Professional duties include 12 credit hour semester load teaching in integrated curriculum of NLN-accredited BSN program, clinical supervising, and participation on appropriate campus and University System Committees.

QUALIFICATIONS: Master's in Nursing required; clinical and baccalaureare teaching experience desirable.

APPOINTMENT: Salary will be appropriate to preparations and qualifica-tions. This is a nine month appointment and includes excellent healthy accident/life insurance_TIAA-CREF, and Social Security benefits. Duties will

UNIVERSITY: The University is a small, coeducational, multipurpose insti-tution offerings baccalaureate and associate degree programs. Located in rural, rustic Northern Maine, Fort Kent has a population of approximately 5,000, the St. John River Valley a population of approximately 35,000. The economy is dependent primarily on agriculture and wood product indus-tries. The population is largely of French-Acadian and French-Canadian descent, and French is commonly spoken. Transportation to other areas of New England and Canada is available daily via air and bus lines and railway.

UMFK IS AN AA/EEO EMPLOYER.

Textiles, Merchandising and Interiors

THE UNIVERSITY OF GEORGIA

Department Head: Professor or Associate Professor. Ph.D. in one of the areas of study within the department. Outstanding teaching and research record. Graduate faculty status. Leadership experience in academia and professional organizations desired. Available September 1, 1992. Department offers B.S., M.S., and Ph.D. programs; 11 faculty, 250 undergraduates, 20 graduate students, For position description, call 404-542-4861. Nominations welcome. Applications received by May 1, 1992 are assured of consideration. Send résumé, transcripts, and four letters of reference to Dr. James Wallers, Collège of Family and Consumer Sciences, Dawson Hall, The University of Georgia, Athens, Georgia 30602. An Equal Opportunity, Affirmative Action Employer.

MEMPHIS STATE

UNIVERSITY

Assistant Professor

of Geography

Anticipated tenure-track position in GIS, REMOTE SENSING AND CARTOGRAPHY, commencing Fall 1992. Ph.D. expected. Rank and salary dependent upon qualifications. The successful candidate must have strong commitments to quality teaching, to research that results in scholarly publications, and to seeking external research funds. Secondary areas of interest are open but some teaching of lower division courses will be expected. The department is equipped with both ARCINFO and ERDAS systems as well as a computer and a certographic lab. Submit letter of interest, vits, and transcripts and have letters of recommendation forwarded from three references. Review of applications will begin on April 15, 1992. Memphis State is an equal opportunity, effirmative action university which invites and encourages women and minorities to apply. Successful candidate must

Apply: Charles T. Traylor, Interim Chair, Department of Geography and Planning, Memphis State Uni-versity, Memphis, TN 38152; Phone: 901/678-2386.

APPLICATIONS: Applicants should submit curriculum vitae, transcripts, and three references (with addresses and phone numbers) to: Search Committee Faculty Positions in Nursing University of Maine at Fort Kent 25 Pleasant Street Fort Kent, ME 04743-1292 (207) 834-3162

Counselor Education/

Substance Abuse

Counseling

Northeast Louisiana University is seeking an Assistant/Associate Professor to join an expanding Master of Aris Substance Abuse Counseling Program.

Qualifications: Individuals holding a doctorate in Counselor Education or Counseling Psychology are invited to apply for the 9-month, lenure track appointment. Besides hulding appropriate academic credenilals, the successful candidate should evidence personal integrity, empathy for substance abusers, concern for students, knowledge of addiction/recovery dynamics, and collegiality.

dents, knowledge of addiction/recovery dynamics, and
collegiality.

Responsibilities: Teaching responsibilities will consist primarily of instruction in substance
abuse courses with additional instruction in CACREP core curriculum courses. Other duties include
student advising and reported

student advising and supervision of graduate field experiences. Preference will be given to those applicants whose interests and training-complement those of the existing faculty. Recovering per-

sons are encouraged to apply. Salary & Benefits: Commensurate with qualifications & experience.

with qualifications or experience.

Applications Procedure: Send letter of application, Vitae, names, addresses and telephone numbers of 3 (min.) references to:

Dr. Charles Pryor, Acting Head Educational Leadership and Counseling Northeast Louislana University Monroe, LA 71209

Rand, kirgos College, lithacs, New York 14830, Screening will begin on April 20, 1992, kiraca College is an affirmative sc-tion, equal apportunity employer. Women and minorities are encouraged to aprily.

inity and Affirmative Action Employer.

Hilbert College 5200 South Park Avenue



PLYMOUTH STATE COLLEGE

Assistant/Associate Professor of Education: tenuretrack position to teach graduate courses in public school administration and undergraduate courses in Middle Level Education beginning August 31, 1992. Must be able to provide leadership in program development and outreach. The College is located in the foothills of the White Mountains

(ABD considered)

Three years experience in public school teaching

minimum of three (3) years' experience in higher education. University or college counseling center administrative experience desired. Duties: Responsible for administration of the Center to the Director's absence. Frimary duties include the provision of clinical supervision to the psychological staff and doctoral interns; ecordination of the quality assurance system, the Centers consultation persists and the continuing education program for professional staff. The Associate Director carries a reduced counseling toad but is expected to provide individual and group counseling including serving on the after-hours emergency teart. Salary: The salary for this 12-month position is commensurare with qualifications and experience with the range of \$17,000 to \$40,000 plus excellent fringe benefits. To apply. Submit a letter of application, complete vita, official graduate transcrints, three letters of reference and a written statement outlindns the candidate's philosophy of a university conscling center to: Dr. Thomas DeStefano, Digetor, University Counseling and Jesting Center, Northern Arizona University, P. O. Box 6045, Flagstaff, Arizona R6011, Review of applications will begin April 24, 1992, and will continue until a successful candidate is selected. Starting dute to July 1, 1992. Northern Arizona University is a committed Equal Opportunity, Affirmative Action institution. Minofities, women, disabled individuals and veterans an encouraged to apply. minimum of three (3) years' experience in . Counseling Education: Pacetty agree

Counseling Education: Passany Inches menn. Department of Education. Inches University. Responsibilities inches to the Counseling course, in the Counseling course, it is a graduate students in the counseling course, it is a graduate students in the counseling course, it is a graduate students in the counseling course, it is a community adulties sity service; participation in university, college and departmental adulties; gaid writings and grant administration. Department or counseling or counseling and called a counseling or counseling and called a fine counseling or counseling and called a fine counseling or counseling and called fine terms and three letters of the counseling in the counseling and called the set strong teaching and called the counseling and three letters of the counseling and called the counseling and called the counseling and called the counseling and called the called a counseling and called the called

FACULTY POSITIONS

Hilbert College is a private institution in the process of transilion from a two-year liberal arts college to a baccalaureate granting instantion with programs in Business Administration, Criminal Justice, English, Human Services and Legal Assistant, pending Regents approval Situated fifteen miles south of Buffalo in Western New York, the College anticipates a student population of 1,200 within three years.

BUSINESS ADMINISTRATION: Qualifications include a Ph.D. in Finance/Economics, teaching experience at the upper division, and experience in course development and implementation. Teaching responsibilities would include courses in managerial finance, laws, ments, money and banking as well as some lower division economics courses. Salary: \$30,000-\$37,000. Contact: Linda Bernstein, Chairperson, Business Administration

CRIMINAL JUSTICE: Qualifications include a Ph.D. in Criminal Justice, teaching experience at the upper division, and experience in course development and implementation. Teaching responsibilities would include courses in research, police management, senior semanars, and some introductory level offerings. Salary: \$26,000-\$38,000. Contect: Edward Qualey, Chairperson, Criminal Justice Program

HUMAN SERVICES, Chairperson: Qualifications include a Ph D. in Human Services, Sociology, or Psychology, administrative expenses in an academic department, teaching experience at the upperdivisor and experience in course development and implementation. Selay, \$25,000-\$30,000.

Contact: Rev. Dr. Bernard Olszewski, Associate Vice President for

Faculty appointments are for a 10-month contract period. The normal teaching load is 12 credit hours per semester. Student advisement and participation on college committees are required. The starting date for all positions is August 15, 1992. All applications should be received by April 10, 1992. Please include a letter of application, current vite and the names of three references. Hilbert College is an Equal Constitution and Afternative Action Employer.

Hamburg, New York 14075-1597 Fax (716) 649-0702



University System of New Hampshire

Public School Administration

within the Lakes Region of New Hampshire.

Minimum Qualifications:

*I'h.D./Ed.D. in Educational Administration or related field

Recent asperience as a public school principal preferably a the middle school level

Additional Desirable Competencies:

*Team approach and participatory leadership*School law

*School finance*Organizational theory*Educational measurement

*Colloge level teaching

Send a curriculum vitae and 3 letters of recomm

Educational Administration Scarch Committee Education Department, Rounds Hall, l'Iymouth State College, Plymouth, NH 03264 Plymouth State College is an Equal Opportunity/Affirmative Action Employer

Conselor Education: The University of professions of Counselor Education: Assistant/Associate implications for an assistant in 1997, An earned obscrotate is required. The counselor Education: Assistant/Associate professions of the profession of t

skie, Dulies: Teach core graduate courses involvements are desirable. Attainment of a Educational and Counseling Psychology, upervise graduate level weaponing of the Counselor is assential. Priactingational and Counselins Psychology, its, develop and malotain schology, its, develop and malotain schology remain in school and agency counseling. University committees, develop and maintain schology remain in school and agency counseling, under the school in SEU Tri-Cilies, develop and organic counseling in Community and the collection of the school in SEU Tri-Cilies is located in a new users in SEU Tri-Cilies is located in a new users in Received in the school and offers and excellent climate the school in SEU Tri-Cilies is located in a new users and research and offers and excellent climate the school in SEU Tri-Cilies area offers an excellent climate the school in SEU Tri-Cilies area offers an excellent climate the school in SEU Tri-Cilies area offers an excellent climate the school in SEU Tri-Cilies area offers an excellent climate the school in SEU Tri-Cilies area offers an excellent climate the school in SEU Tri-Cilies area offers an excellent climate the school in SEU Tri-Cilies area offers an excellent climate the school in SEU Tri-Cilies area offers an excellent climate the school in SEU Tri-Cilies area offers an excellent climate the school in SEU Tri-Cilies area offers an excellent climate the school in SEU Tri-Cilies area offers an excellent climate the school in SEU Tri-Cilies in an extension and continued to the school in SEU Tri-Cilies in an extension and continued to the school in SEU Tri-Cilies in an extension and continued to the school in SEU Tri-Cilies in a continued to the school in SEU Tri-Cilies in a continued to the school in SEU Tri-Cilies in a continued to the school in SEU Tri-Cilies in a continued to the school in SEU Tri-Cilies in a continued to the school in SEU Tri-Cilies in a continued to the school in SEU Tri-Cilies in a continued to the school in SEU Tri-Cilies in a school in SEU Tri-Cilies in Committee Chair. Decreased to apply Applicants and continued

ASSISTANT PROFESSOR OF ACCOUNTING

البراد يتراف الأغلب والمسواط المسوط المرأسات المسابط المتراط المراسات والمراف المراسات والمسابط المساسات

WOODBURY UNIVERSITY Burbank, California

WOODBURY UNIVERSITY invites nominations and applications for an Assistant Professor of Accounting responsible for teaching to quarter credit hours per academic year at the graduate and undergraduate level. Desired sub-specially in one or more of finance, international business, marketing, and management disciplines.

Founded in 1884. Woodbury University is an independent, coeducational non-profit, non-secratian, partially residential institution of 1,000 students beated on a 22-acre campus in the fuothills of Burbank, a suburban community twenty minutes from downtown Los Angeles. The academic program offers the Bachelor of Architecture degree, Bachelor of Science degree, and the Master of Business Administration.

Candidates must possess minimum of a master's degree with Ph D. preferred. Professional certification such as the CPA, CMA, or ChFP is also preferred. Candidate should be dedicated to excellence in teaching with strong cummitment to high academic and professional standards both in and outside die classroom.

Position available September, 1992. Salary commensurate with qualifica-tions and experience based on Assistant Professor range of \$28,366 to \$38,821 for nine months of teaching. Review of applications will begin April 1, 1992 and will continue until position is filled. Send application letter: resume; transcripts (anofficial acceptable), and the names, addresses, and phone numbers of three current references to:

Rachelle H. Prince Director of Human Resources 7500 Glencaks Boulevard Burbank, CA 91510-7846

Woodbury University is an Equal Opportunity, Afternative Action Institu

COLLEGE

Merrimack

FACULTY POSITIONS

History: Tenure-track Assistant Professor for Fall 1992. Ph.D. in Modern European Social History with specialty in Science and Technology/Instiness History. Strong background in U.S. since 1877 also desired. Publications desirable. Send curriculum vite and letters of reference by April 30 to Dr. Phillip Naylor, Chair, Dept. of History. History: Tenure-track Assistant Professor for Fall 1992, Ph.D. with strong background in Third World and Modern European History. Publications desirable. Send curriculum vitae and letters of reference by April 15 to Dr. Phillip Naylor, Chair, Dept. of History.

by April 15 to Dr. Phillip Naylor, Chair, Dept. of History.

Sociology: One-year position for Assistant Professor beginning September 1992. In addition to Principles of Sociology, applicant will teach in one or more of the following areas: Gender, Contemporary Sociological Theory, Organizations, and Research Methodology. Ph.D. preferred. Send vita and three letters of reference to: Ronald M. McCarthy, Chair, Department of Sociology, Review of applications will begin on March 30.

begin on March 30.

Morrinack is a Catholic college of liberal arts and professions with 2,100 students enrolled in programs in Humanities, Natural and Physical Sciences, Social Sciences, Business and Engineering. Excellence in undergraduate teaching (12 hours per semester), continued scholarly activity, and active participation in the life of the academic community are expected. An Equal Opportunity Employer, the college especially encourages women and minorities to apply. Send all applications to the appropriate department chair at Merrinack College, North Andover, MA 01845.

THE AMERICAN UNIVERSITY ASSISTANT PROFESSOR OF GERMAN STUDIES Tenure - Track

Tenure - Track
The Department of Language and
Foreign Studies in the College of
Aris & Sciences invites applications for an Assistant Professor of
German Studies, tenure-track beglinning late August, 1992, Ph.D. in
German; near native fluency in
German; specialization in Elerature
and culture; commitment to ianguage teaching; previous collegelevel teaching; previous collegelevel teaching preferred; evidence
of scholarly interest and potential.
Responsibilities include teaching
leagurgos and toolog courses; language and topics courses; scholarship; periorming Depart-

vice.
Send letter of application, curriculum vitae and three letters of recommendetions to: Dr. Olga E. Rojer, Chair, German Search Committee, Department of Language and Foreign Studies, The American University, Washington, D.C. 20016-8046.

ton, D.C. 20016-8046.
Review of applications will begin March 23, 1992 and will continue until the position is filled. Position subject to final budgetary approval. Competitive salary, depending on qualifications and experience. An EEC/AA University: women and minority candidates are encouraged to apply.

Assistant Professor

Counselor Education

Tenure track. Start August 1992. Teach graduate courses, supervise externs, advise students, ergage in appropriate research and service. Ed.D. or Ph.D. required; evidence of research and scholarly productive experience in cleproductivity; experience in cle-mentary school counseling pre-ferred. Submit a letter of interest, ferred. Submit a fetter of interest, vila, and 3 recont letters of recommendation to Dr. John Pisapla, Head, Division of Educational Studies, School of Education, P. O. Box 2020, Richmond, Virginia 23284-2020, Virginia Commonwealth University is an Affirmative Action, Equal Opportunity firmative Action, Equal Opportu-nity Employer, and actively solicits applications from minor-ities and women applicants. Expe-rience working in a culturally di-verse setting is highly preferred. Position subject to budgetary ap-proval. Applications must be re-ceived on or before June 1, 1992.

is filled. Starting date July or August, 1992.
Send application letter, resums, transcripts, and three stetres of reference to Dr. Charles Weiner, Chair. Henderson State University, Box 7514, 1100 Henderson Street, Artsadelphia, Arizona 71999-0001. incomplete spojications and gamenteed full consideration. Henderson State University is an equal opportunity, affirmative action employer.

ENGLISH

Budgewater State College scelo to his a lift time, ferture track Assistant Professor of English anth Specialization in Composition position begin ring in September of 1992. Duties will include leaching beginning and advanced withing Courses, assistant to the College Vision Courses, assistant to the College Vision Courses. advanced withing courses, assisting in the College Virtung Center, and participating in the English education program. PhD in Composition reguired with emphasis on one or more of the following, withing and the local theory interest in composition theory and practice for the sec-ondary teacher interest in writing across the curriculum. You years of teaching experience required. Salary is dependent upon qualifications and superience. Submit letter of latest, curriculum vita and the names, addresses and telephone numbers of three professional references to Dr. Charles Angell.

HIGH SCHOOL, MIDDLE SCHOOL AND ADULT EDUCATION

(Position Reovened)

The College seeks to fill a full time, lenure-track Associate Professor of Education and Coordinator of the Graduate Program in Counseling position beginning in September of 1992. Duties will include teaching in appropriate number of courses within the Undergraduate and Gradua Programs as well as directing and supervising the activities of the Pro-grams which lead to the Master of Education Degree or the Certificals grams which lead to the master of coloration begins of indications of Advanced Graduate Study on Education with an emphasis in Counselong Occionate in Counselong Republication or related held. Attainment of or eligibility for appropriate professional credentials. Effective leaching, supervision and professional coperience Familianty with nationally recognized counselor preparation program accreditation standards including CACREP Evidence of scholarly research and publication desirable. Salary is dependent upon qualifications and Experience Submit letter of Intern. controllem vita, a brist stalement of philosophy of counsalor aducation and the names, od-dresses and telephone numbers of three professional references to

SPEECH COMMUNICATION/ MASS COMMUNICATION

The College seeks to fill a full-time, tenure-track Assistant Professor posi-tion in the Department of Speech Communication, Theatre Arts and Com-munication Disorders beginning in September of 1992. Duties with m clude teaching introduction to Mass Communication, Cable, Effects of Media Technology on Society, Video Production; Script Winbing for Radio and Television. Research Methods in the Media, and other mass media and Television. Research Methods in the Media, and other mass media courses. Teaching and supervising students in the production facility or a new \$10 million fech Center to be built on campus in the fall of 1992. PhD required. Two years of teaching experience required. Professional experience in TV production required, preference with the given to candidates who have a background in quantitative sessarch methodology. Publication and afficiation with national videobroadtast associations required. Expertise in non-broadcast or corporate telecommunications would be a plus. Satary is dependent upon qualifications and experience. Review of applications with begin on April 1, 1992. Submittetter of Intest, quarticulum vita and the names, eddresses and telaphone numbers of three professional references. In Professor Lee Ownne.

Submit at Inquiries to the Office of Human Ressurces, Bridgewats State College, Bridgewater, MA 02325.

Bridgewater STATE COLLEGE

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LAW FACULTY

The University of Cincinnati College of Law Invites applications from beginning and experienced candidates for one full-line, tenure-track position beginning August, 1992. Applicants without prior teaching experience should have a distinguished academic record, preferably law review or some other form of published scholarship, and some experience as a fullital cierk, or as a practitioner for several years, or as a holder of an advanced degree. Experienced candidates num have a distinguished record of teaching and publication. Subject areas are flexible. Women and ownbors of minority groups are encouraged to apply. Résumés accepted until filled. Contact:

Affirmative Action, Equal Opportunity Employer

should have and earned doctorate in coun-salar education and experience in school counseling. Preference will be given to can-didates who have had experience with re-search, training, publications, medicultural solulags, urban education, and children at risk. The department has foucteen FTE focrisk. The department has fourteen FTE Inculty members and has an excellent reputation for training and service in Virginia. Old
Dominion University is a state aupported
institution of 16,000 students. University
and College programs are accredited by rational, professional, and state accrediting
agencies. Send a letter of application, resums, and names, addresses, and telephone numbers of three references to Dr.
Robert H. MccDonald, Darden College of
Etheculton, Old Dominion University, Norfolk, Virginia 23329-0457; (804) 643-3288.
Minerities and women are encouraged to

Reform and Control Act of 1986.

Criminal Justice: West Chester University's Department of Criminal Justice seeks applicants for a full time, tenure-track faculty position beginning Fell sensester, 1992. Applicants must have a Ph.D. (a Criminal Justice and expertise is at least one other specialized area of the discipline (luvenile lustice, criminology, criminal justice policy, recards gethodology, etc.). The successful applicant must demonstrate teaching excellence on both the undergraduate and graduate [evels, engage in reviewable

Criminal justicu/Criminology: Ball State University, Muncle, Indiana. The Department of Criminal Justice and Criminology is seeking applications for a tenure-track position at the Assistant Professor level beginning August, 1992. A Ph. D. in criminal husice, criminology, or related area, and evidence of effective college or university iraching and reverted are required. ABD will be considered but degree must be completed by December 19, 1992. All specializations in criminal justica/criminology will be considered. Sulery is dependent upon qualifications. Review of applications will begin immediately and continue until the position is filled. Submit vita, ovidence of effective college or university enching, an official copy of graduate transcripts, and three current, original latters of reference to Chabreroon, Sevin Quality and Criminology, North Qual Me. Bull State University is an Equal Opportunity. Affemative Action Employer and is strongly and actively committed to diversity within its community.

research and scholarship, and provide service to the department, school, university, and community. Interested applicants should send a current vita along with the names and telephones numbers of three professional references, postroated by April 10, 1992, Io: Dr. Jana Nestlerode, De-



UPSALA COLLEGE

Faculty Positions for 1992-93

Upsala College is a small, growing, Lutheran-affiliated liberal arts college with a racially and othnically diverse student body and a significant population of international students. Founded in 1893, the college is located in the New Jersey metropolitan area twenty miles west of New York City. Faculty teach a seven course load over two semesters, with some summer teaching available. Salaries for all advertised positions are compositive with AAUP II.B. institutions.

English (A)—Asst. Prof. (tenure track) to teach a variety of undergraduate literature and writing courses in Department of English and Theater. Ability to teach in interdisciplinary humanities core essential. Teaching experience and Ph.D. preforred.

English (B)—Asst. Prof. (tenure track) to teach a variety of undergraduate writing and literature courses in Department of English and Theater. Ability to teach in interdisciplinary humanities core essential Teaching experience and M.F.A. with some publications prior to appointment preferred.

French—Asst. Prof. (tenure track) to teach beginning and intermediate language courses in Department of French. Ability to teach beginning Spanish or teach in interdisciplinary humanities core an advantage. Teaching experience and Ph.D. with near-native fluency proferred.

Spanish—Asst. Prof. (tenure track) to teach beginning and intermediate language courses in Department of Spanish. Ability to teach beginning French or teach in interdisciplinary humanities core an advantage. Teaching experience and Ph.D. with near-nativo fluency preferred.

Communications—Asst. Prof. (tonure track) to teach undergraduate production and analysis courses in Communications Department. Ability to teach general education and interdisciplinary humanities core courses desirable. Teaching experience and Ph.D. preferred. Professional experience an advantage.

Psychology—Two Asst. Prof. positions (one tenure track; another one or two year replacement) in the Department of Psychology. Applicants should have broad competence and capacity to teach undergraduate courses in several of the following areas: experimental, physiological psychology, measurement, statistics and research design, date analysis, history and systems, and developmental psychology. Ability to teach introductory, general education computer-based statistics course essential. Teaching experience and Ph.D. preferred for both positions.

Biology—instructor or Asst. Prof. (non-tenure track) to teach intro-ductory courses for non-majors and nursing program courses in mi-crobiology and anatomy/physiology. Ability to teach in general educa-tion and interdisciplinary courses outside of department desirable. Demonstrated teaching effootiveness with diverse students essential. Ph.D. desirable.

Basic Skille—instructor or Asst. Prof. (non-tenure track) appointment in General Education. Competence to teach both remedial mathematics and verbal basic skills courses desirable. Ability to teach introductory computer applications course an advantage. Teaching experience and minimum of master's degree required.

APPLICATION PROCEDURE—Send letter of application and complete dosaler (curriculum vitae, references, and writing sample) to Personnel Office, Upsala College, East Orange, NJ 07019. Please mark all correspondence "Attention: Search in (Discipline)". REVIEW OF APPLICATIONS WILL BEGIN MARCH 30, 1992 AND CONTINUE UNTIL POSITIONS ARE FILLED. Equal Opportunity, Affirmative Action Employer.

Faculty Position in Journalism at Brandels University

The Department of American Studies at Brandels
University Invites applications for a tenure-track
position to teach courses in journalism within the
tramework of the liberal arts (such as a legal, historical
or theoretical perspective). Appointment to be
effective in late August, 1992. Experience in the field of
journalism is highly destrable, since the supervision of
undergraduate internships is expected. This position is
parily administrative, initiating and directing a new
program in the study and practice of journalism.
Teaching load is normally three courses per year, plus
administrative duties. Candidates should realize that
the three-year reappointment in 1994-95 will depend
not only on performance in the position but also on
the University faculty's decision to renew the journalism
program in that year. Rank is either assistant professor
or possibly associate professor without tenure. Brandels
University is an Affirmative Action/Equal Oppartunity
employer; applications from women and minotities
are encouraged. Deadline for applications is May 15. The Department of American Studies at Brandels are encouraged. Deadline for applications is May 15.

Please send applications, including c.v. and relevant evidence of scholarship and/or journalistic writings, teaching and professional experience, to Prof. Stephen J. Whitfield, Dept. of American Studies, Brown Social Science
Building 302, Brandels
University, 415 South Street, Waltham, MA 02254-9110.

BRANDEIS UNIVERSITY

Dears Westeyan College, the first college in the world chartered to grant degrees to women, seeks an assistant academic dean to play a private role in the college's initiative to integrate curricular, structuricular, and co-curricular. He massistant dean will plan and implement the student activities program; in addition, the assistant dean will oversee counseling and tutorial services, community service, and residential life. The position carries fisculty seatus, and the assistant deno will itself to position carries fisculty seatus, and the assistant deno will leach one course a year. Qualification, college leaching or profit. 10 years fund raising, including proposal writing experience and 1 year's superience, and as appreciation for the value of liberal education. Send application, resumed, and the current letters of reference to Carole Brown. Dean of the College, Westeyan College, 4760 Forsyth Road, Man. DEF Porsonnel Department, 634 South Spring Street, 11th Floor, Los Angelon, 15th College, 15th Colleg

Development/vice President: National non-profil. 10 years' fund raising, including pro-poral writing experience and J year's au-pervisory. BA required, MA preferred, \$00,000/year. Résumé, writing sample to: MALDEF Persoanei Department, 614 South Spring Street, 11th Floor, Los Ange-tes, California 90014.



Position Available: Faculty Position in Biological Science. Position Available: This a full-time tenure track teaching position in Biological Science with the primary assignment in Anatomy-Physiology, General Biology and Boteny. The ability to teach non-majors Ecology and Microbiology will be

Qualifications: A master's degree in Biological Science is the minimum requirement Experience in classroom and laboratory teaching is highly destr-

The College: Jefferson College is a comprehensive community college located 30 miles south and west of St. Louis in the center of Jefferson County. Jefferson County is home to 170,000 people who enjoy the benefits of a rural environment in the immediate proximity of a major metropolitian area. The College offers a comprehensive curriculum in college transfer and vocational/technical programs to over 4,000 students each year.

Salary: Competitive. Jefferson College offers on excellent fringe benefit package including health and dental insurance, long-term disability, life insurance, a liberal leave and vacation provision, and an outstanding ref

Applications must include: A letter of application addressing the qualification tions, résumé, copies of transcripts and three letters of references. Completed applications must be received no later than April 1, 1992.

Address inquiries and applications to. Carole Atkins
Academic Affairs
Jefferson College
1000 Viking Drive
Hillsboro, MO 63050
(314) 789-3956, Ext. 300

It is the policy of Jefferson College that no person shall, on the basis of race, sax, creed, color or handicap, be subject to discrimination in employment, or in admission to any educational program or activity of the College.

Assistant Professor Teacher Education TENURE TRACK — FALL 1992

Elementary curriculum generalist with expertise in elementary mathematics education to teach mathematics methods and other elementary methods and curriculum development courses in our dual elementary/special education program. Position will also include some student teacher expertision. include some student teacher supervision

Ph.D. or Ed.D. required or an ABD in the final stages of completing the dissertation. * Experience desired: elementary teaching, college teaching, and student teacher supervision. Some background in multicultural and/or urban education desirable.

* An ABD applicant must include a current letter from his/her mentor attesting to the impending completion of the dissertation

Review of credentials will begin immediately, and continue to be accepted until a successful candidate has been selected. Plense submit letter of application, résumé, and three letters of recom-

Dr. William R. Eidle Chair, Division of Social and Behavioral Sciences Marist College MPO 905

Poughkecpsic, NY 12601 Marist College is an Equal Opportunity, Affirmative Action Employer.

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CHADRON STATE COLLEGE



Speech/Theatre

Instructor of Speech/Theatre to teach Speech Communications and coach Forensks and Debate teams. Non-tenure track position to begin August 21, 1992. Master's required; doctorate preferred. Salary is competitive. Open until filled; review of applicants begins April 6, 1992.

Social Work

Instructor of Social Work to teach undergraduate courses in the Social Work Program. Tenure track position to begin August 21, 1992. Master's in Social Work, plus two years' experience required. Salary is competitive. Open until filled; review of applicants begins April 6, 1992.

Assistant Professor of Humanities to teach undergraduate courses in the General Studies and English major area. Tenure track position to begin August 21, 1992. Earned Doctorate required. Salary is competitive. Open until filled; review of applicants begins April 6, 1992.

Chadron State College, located in northwestern Nebraska, is a comprehensive state institution of 3,300 students, granting undergraduate and graduate programs.

Send a letter of application, three current letters of reference, personal resume and transcripts to: Mr. Ron Busch, Personnel Office, Chadron State College, 1000 Main Street, Chadron, NE 69337-2690. EEO/AA Employer.

bly in a post-accordary setting with a variety of dissioled students. The Director of Dissibled Students. The Director of Dissibled Student Services plans, directs and reviews its operation of Dissibled Student Services Programs in the area of student services, personnel and budget, The director hires, cyahuates and unpervises a counseling staff who implement the accordic personal support services necessary for about 300 disabled students. The description of the program of the prog

Faculty Positions - Fall 1992

TUSCULUM COLLEGE

Tusculum College, located in Northeast Tennessee in the beautiff footbills of the Appalachian Mountains, has experienced a 11 percent increase in traditional student enrollment in the partheyears, thus necessitating the addition of two new faculty points.

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Tusculum College seeks faculty capable of contributing to notes This cititum Confege seeks factority capable of contributing to the last Civic Arts program, an ambitious revisioning of a traditional continuent to liberal arts education. The College aims to become, center for the Civic Arts, whose graduates will have acquired generally be applied to the Civic Arts. center for the Civic Arts, whose graduates will have acquired skills, knowledge, and motivation necessary to be highly cap!, and active participants in the public life of their society. A major of this reform is the integrated and sequential general education curriculum (Commons courses). While team teaching it is required, all faculty, in addition to teaching in their disciplinate to design and teach these courses, which encourage interdate plinary perspectives and, where possible, experiential karning

Other reforms are a focused calendar (one course at a time medblocks per academic year with additional summer blocks, a for-petency program (requiring students to be validated in filten for-petencies which support effective citizenship), a praction (notgrating knowledge acquired with community service and expo-ential learning), and a new faculty self-governance structure. It support these reforms the College seeks faculty who are committed to teaching, interested in innovation, and willing to do the mea-sive committee work necessary for effective governance.

Position Openings in Human/Social Sciences. Ph.D. preferred. Interested applicants should have background in one or preferably two of the following disciplines: philosophy, religion, history, political science. The college seeks generalists interested in developing interdisciplinary connections across the curriculum Send résumé to:

Faculty Search Committee P. O. Box 5047 Tusculum College Greeneville, TN 37743

Tusculum College is an equal opportunity employe Women and minorities are encouraged to apply.

FACULTY POSITIONS **OPEN FALL 1992**

Assistant Professors; full-time tenurs-track. Master's degree or equivalent in subject or related as and college teaching experience required; PhD paterred. Salary \$36,255.

- Accounting (#100) Blology (#150)
 Criminal Justice (#200)
- Economics (#250) Electrical Technology or related field (#300)
 Fixeds (#350)
 India (#350)
 India (#350)
 International Business (#400)
 Libratian (#450)
 Hadiologic Technology (#500)
 Public Speaking, Voice and Diction (#550)

All positions subject to budget approval.

Deadline for résumés and letters of reference is April 15. Applicants for all positions are encouraged to include any experience in cost ing athletic teams at the college level. If applying for more than one position sond separate documentation for each. Please address, with code number

Ms. Camsile Donohoe Personnet Office Westchester Community College 75 Grasslands Road Valhalla, NY 10595

Affirmative Action/EOE

in the Department of Technology. The po-sition will involve mechanical drafting and design. An M.S. in mechanical engineering (Ph.D. is preferred), successful teaching experience in a TAC/ABET secredised DDET program, ability to communicate ef-fectively in the English language, both ver-hal and written, and a record of publica-tions and retearch will be expected of all applicants. Candidates having recent CADD industrial experience will be given preference. The position will begin August 17, 1992. Southwest Missouri State Univer-sity is an affirmative action, equal opportusity is an affirmative action, equal opportu-nity employer. Applications should be sent to: Dr. Michael F. Kavansugh, Head, De-pariment of Technolusy. Remper Hall, Box F. Southwest Missouri State Universi-ty. Springfield, Missouri 65804: (417) 836-4489. Applicants should submit a letter of interest summarizing his or her qualifica-ilons for the position, a resume, and a list of the addresses and phune numbers of mi least three references. Applications will be evaluated beginning March 1, 1992.

evaluated beginning March 1, 1992.

Economics: Director, Business Research Center, Will establish and maintain database of leading economic indicators for acographic area, will organize and sponsor annual Economics symposium; will engage in contract research where appropriate and publish Economics is proposed to a contract research where appropriate and publish Economics, newletter concerning seographic area, Will also teach undergradigate courses in Department of Economics. Ph.D. Economics, Finance, or closely related area; excellent candemic record; good research, teaching, publication potential; sood references. Excellent computer skills with statistical packages essential. Send resume and three academic references within thirty days of publication to Dean Joseph B. Miller, Jr., College of Business, Southeastern Louisiana University; Box 735, SLU, Hammond, Louisiana 70402, Southeastern Louisiana University is an affirmative action and equal opportunity employeer.

Economics: Instructor or Assistan Probsor of Economics to bega Septembri. 1992. One-year fixed-term appoint vitit probability of Booming terms on Teach various sections of introduction of the probability of the fixed proposal bilities include vising, committee assistments, adoptivising, committee assistments, adoptivising, committee assistments, adoptivising, committee assistments, adoptivising of the fixed probability of the fixed probabilit applicants under United Stell as employment for the time of an offer of employment, Sealess of application, résent, tofficials neithe at comployment, and three tenes of the at comployment, and three tenes of the Lundberg, Dean, College of Social Stellard, Natural Sciences, Benild Saw United Natural Sciences, Social Sop, by John Managoot of April 1, 1997. But marked deadline of April 1, 1997. But Opportunity Educator and Employer

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THE OHIO STATE UNIVERSITY

COLLEGE OF EDUCATION Starting Date: September, 1992

the qualifications for these terrore track positions include: 1) an earned doctorate in education or a related field with a concentration in the area dentified, and 2) interest and expentise in research and scholarly activity including proposal development and project administration). All will be included in teaching, advisement and program development at the undergraduate and/or graduate level. All positions require three (3) years' experience working in a chartered K-12 school setting.

Special qualifications or responsibilities are listed below: special quantities.

1. Assistant/Associate Professor, Elementary Mathematics.

Doctorale with specialization in mathematics, inathematics education, and/

OHIO STATE LINVERSITY

or elements y Section 2. Assistant/Associate Professor, Early and Middle Childhood Education. 3. Assistant/Associate Professor, Early and Middle Childhood Education. Generalist in early and middle childhood education, preferably with a back-

ground in two or three areas. 3. Assistant/Associate Professor, Science Education. Assistances of the second of the second

Assistant/Associate Professor, Educational Administration.

Earned doctorate in educational administration or a related area. Experience in school district level leadership is preferred; building level leadership expesence is required. Assistant/Associate Professor, Humanistic Foundations

 AMISIATION SOCIALE FIGURESSOR, FIGURIATION FOUNDATION feach courses in history/comparative education and other foundation courses depending on academic specialization. Applications and nominations should clearly indicate which position is being considered. Candidates should submit letters of interest, curriculum vitae and three (3) letters of reference to:

Dr. Donald P. Anderson, Dean College of Education The Ohio State University 127 Arps Hall 1945 N. High Street Columbus, Ohio 43210-1172

Applications will be received until the positions are filled. Screening will begin April 10, 1992.

The Ohio State University is an Equal Opportunity, Affirmative Action Employer.

Printing Faculty
Department of Printing Production Technology National Technical Institute for the Deaf A College of Rochester Institute of Technology

Nature of Position: Full-time, 10-month, tenure-track position beginning July 1, 1992. Salary and rank commensurate with education and experience.

Responsibilities: Teach a sequence of cources in offset press operation, and related technical princing courses to deaf attridents enrolled in diploma and associal degree-level programs. Curriculum and instructional development, student assessment, academic advising, and participation in retated professional activities.

Qualifications: Bachelor's degree in printing or related field required; master's degree preferred. Minimum of four years experience with offset press operation in commercial or in-plant facility required; three years experience teaching in vocational or higher education printing program preferred. Ability to assess student performance, develop curriculum, and operate a personal computer preferred. Experience with dealness preferred, but not required. The successful candidate will be expected to attain fluency in sign language. Ability to contribute in meaningful ways to the college's continuing commitment to culturel diversity, plumism, and individual differences strongly preferred.

People who are deef or hard of hearing, with a disability, and/or members of a minority group are encouraged to apply.

Dazdine: April 30, 1992. Use reference #60010129 when applying.

Sand letter of application, resume, and three letters of reference to: Rochester Institute of Technology



National Technical Institute for the Doof Rena Welse, Search Committee Charpomen Hugh L. Carey Building, Room 2413 Post Office Ber 9667 Rochester, New York 14623-0867

chucation: Assistant/Associate Professor of Education (Curriculum/Instruction and Elementary Education). Ashland University invites applications for a position in the treas of Curriculum Instruction and Elementary Education with special emphasis in Sasistant's action equation. The position is a tourier track appointment with rank of Assistant's social professor. An earned doctorate is preferred but Master's plus will be considered. At least three years experience in an approved school writing are required. Responsibilities include teaching medicate and undergraduate. clude teaching graduate and undergraduate courses and spervision field experiences. Application underlying field experiences. Application underlying field experiences. Application deadline is March 30, 1992. Instructed candidates abould send a letter of application, current resume, transcripts, and three tetters of reference to Dr. Gene folean, Dean, School of Education and Related Professions, 101 Bixler Hall, A shland University; Ashland, Ohio 44803, Ashland University is an Equal Opportunity. Afformative Arison Employer.

consider Action Employer

Education: Elementary/Secondary/Teacher Internable Coordinator. Kensus Newman College, a Catholic liberal arts college in Wirthia Kensus, announces à assistant professor positions in the teacher education worram to begin fall 1992. Three of the positions are og the college's main campus in Wichita, and I position is in southwest Kansas, Prinary responsibilities for these trans-tarts positions include: teaching understand positions include: teaching understand programment of the consideration program and supervising teacher interest. Onafficialous seclerated professional control (Master's and Ed. S. will be considered, classroom teaching experience (K-9 or 7-12), and abbilly to participate as a team namber. Similar letters of spulcation, transcripts, vita and at least 3 current letters of recommendation to: Dr. Alice Mills, Director, Institute for Teacher Education, Kan-

the College, Eureka College, Eureka, Illinois 61330. Equal opportunity employer.

Education: Assistant/Associate Professor of Education (Curricultum/Instruction and Education; Education). Ashland University invites applications for a position in the areas of Curricultum Lastruction and Elements.

Education: Director, RISE Program, University of Delaware. The College of Engineering at the University of Delaware seeks a Director for its highly successful minority engineering program: RISE Resources to Insure Successful Engineers, This twenty-year-old program currently has 133 African-American and Hispank Students en Insure Successful Engineery, Ans. Sweathy year-old program currently has 133 Air-can-American and Hispanic students enrolled in engineering. 14% of the engineering and works closely with the faculty of the College of Engineering, the Director of the RISE program reports to the Dean of Engineering and works closely with the faculty of the College of Engineering the Director of Financial Aid. The duties of the Director of Financial Aid. The duties of the Director include shared responsibility for: (1) recruiting students and for expositionity for: (1) recruiting students. (2) counseling students in the sudent body and the faculty, (4) operating a preferential summer program for incoming RISE students. (2) counseling students and (6) together with others, raising external funds for RISE scholaurships and activities. Candidates should have a Bachelor's degree, preferably in Engineering. Applicants with advanced degrees are encouraged to apply. We seek someone who will relate well to minority students and to the minority community in general and be able to work effectively with people in and out of the University. Resumes, including names and addresses of three references, should be sent to the Chairman of the Search Committee, Professor Peter J. Warter, Department of Electorical Engineering. University of Delaware, 15, 1992, arbefore education, to be officed with the control of the University of Delaware, 15, 1992, arbefore education, to be officed with the control of the University of Delaware, 15, 1992, arbefore education, to be officed with the control of the University of Delaware, 15, 1992, or before. Responsibility or milded and the control of the University of Delaware, 15, 1992, or before Responsibility or milded activities.

EDMONDS COMMUNITY COLLEGE

Editionals Community College is located on a 100-acre campus just north of Seattle. Washington As a community college. Editionals hardweloped a reputation for innovation and oxicilence in its vocational and academic transfer programs as well as special programs, he luching international aducation and a compus in Kobe, Japan.

FACULTY OPENINGS

The college is expanding many of its programs and is currently recruit-ing for the following faculty positions:

INSTRUCTIONAL AREA CLOSING DATE omental Education (Corrections) Developmental Foucaron (Corrections)
Business Management
Foreign Language (Japanese Language & Culture)
Allied Health (Medical Assisting) 4/29/92 4/30/92 5/4/92 5/11/82 5/13/92 5/14/92 5/18/92 Accounting/Business Political Science/Geography

EdCC offers competitive salaries and exculient benefits plus generous leave, tuition waiver, and stuff development programs. The current faculty salary schedule for a 174-day contract is \$28,931 to \$41,316 with placement depending upon education and expetience. Positions with a 204-day contract have a salary range of \$30,551 in \$44,278.

Applicants may obtain the necessary forms and materials by calling (200) 771-1510 or writing to the Dean of Human Resources, Edmonds Community College, 20000 68th Avenue West, Lynuwood, Washington

EdCC sooks employees from a wide variety of backgrounds and encour-ages a culturally diverse work force. The college has adopted an affirma-tive action plan and encourages applications from minorities, women, vatorans, disabled and older workers. The college premotes a drug-free

Lakewood COMMUNITY COLLEGE

3401 Century Avenue White Bear Lake, MN 55110

Faculty Positions, 1992-93 Academic Year COMPUTER SCIENCE

NURSING, A.D.

Full-time, unlimited faculty positions in English, Mathematics and A.D. Nursing. Sublistical replacements tremporary full-time faculty positions) in Nursing. English, and Computer Science/Data Processing Technology. Teaching responsibilities include a full range of courses in those fields. Moster's Degree in the Assigned Field required. Successful leaching experience preferred

Lakewood Community College belongs to the Minnesota Community College System and serves the Northeast metro area of the Twin Cities with an enrollment of 0.000 students. Submit letter of application, résumé, graduate transcript (copies acceptable) and three current references no later than April 30, 1992, to Patricia Hansou, Administrative Assistant, Academic Atfairs Office; phone to 21 779-3361; FAX to 12 779-3417.

An Equal Opportunity, Alternative Action Employer
Women, minorities and duabled people are strongly encouraged to apply

SADDLEBACK COMMUNITY COLLEGE DISTRICT Announces Academic Positions

Founded in 1907, the Saddleback Community College District is comprised of two separate colleges: Saddleback College in Mission Viejo and Irvine Valley College in Irvine. The District is governed by a seven-member elected Board of Trustees and a Chancellor. Located between Los Angeles and San Diego and stretching from the Sonia Ana Mountains to the Pacific Ocean, the District's Miz-aquare-mide service area encompasses the southern half of Orange County, one of California's most seenk and rapidly growing regions.

• ANTIROPOLOGY: (One Year Sabbatical Replacement), opening \$1471 (5). Close Date 4(23)92.

Close Date 4/23/92.

"HISTORY: Opening #1470 (S), Close Date 4/23/92.

"HISTORY: Opening #1470 (S), Close Date 4/23/92.

"PHYSICAL EDUCATION INSTRUCTOR/HEAD WOMEN'S VOLLEYBALL.
COACH: (One Year Sabbatical Replacement), opening #1469 (S). Close Date 4/21/ 92.

• PHYSICS INSTRUCTOR: (One Year Sabbatical Replacement), opening #1467 (S). Close Date 4/1492.

• PSYCHOLOGY: (One Year Sabbatical Replacement), opening #1468 (S). Close Date 4/2092.



(S) — Saddleback College. To receive applica-tion materials, please contact: Human Re-sources, Saddleback Commanity College Dis-tract, 28000 Morguerite Viejo, CA 92:592-3601; (714) 582-4850. (714) 582-850.

Saddleback Community College District is an affirmative action, equal opportunity employer und actively seeks the candidacy of women, ethnic minorities, persons with disability, and Vietnamare velerans. 24-Heur Jobilnet (714) 582-4852.

hood education desirable but not required.
Three years' teaching experience at the elementary school level is required. A strong mentary school level is required. A strong commitment to excellence in teaching within the context of a church-related, libral in the context of a church-related, libral arts, underparduate Institution is required. A letter of application, vita, and three itless of reference should be sent to Dr. Charles G. Novak, Chair, Department of Charles G. Novak, Chair, Department of Education, Wittenberg University, P.O.
Box 720, Springfield, Ohio 45501, by May 11, 1992. AARIOS.

Fiducation Gorse Fox College invites applications for a position in elementary and of middle school teacher education, to be also for a position in elementary and or middle school teacher education, to be also for a position in elementary and or middle school teacher education, to be also for a position in elementary and or middle school teacher education, to be a position of the properties of the properties of the properties of the properties of the content of the properties of

Professor Warter at (302) 831-2786. Review of applicants with begin April 17, 1992 and be accepted until the position is filled. The University of Deleware is an equal opportunity employer which encourages applications from qualified minority group members and women.

Education: Instructor/Assistant Professor. Ph.D. preferred with graduate level preparation in reading, language arts, and learning disabilities. Preparation in early childhood education desirable but not required. Three vera 'enching experience it in cleich 18. Vice President for Academio Affairs, George Fox College, Newberg, Oregon 97132.

Springfield College Faculty Positions

AND THE CONTRACTOR AND THE CONTRACTOR OF THE CON

Springheld College, becated in Western Massachusetts seeks committed and innovative faculty for length track positions to gluoning half 1992 in the following academic disciplines:

Assistant Professor Suchdings
Teaching interest must entail some combination of the following: social theory, social organization, race and ethnicity, family and social problems. The usual teaching load is four courses per senseter, Master's degree required. Do torate preferred. Closing date 3/2/6/2, Contact Dr. Nancy Ogle, Chair, Department of Social Science.

Ogie, Chair, Department of Social Science.

Auditant Professor Sucial Work

The College's present Department of Social Work and School of Human
Services is starting the major in Social Work with the goal of eventual
accreditation of the grogiani. Convers taught will involve the usual curricuhum defined by the National Conneil of Social Work Education. Master's of
Social Work degree from an new redirect Institution with clinical expenses
and LICSW required. Closing date 3924992. Contact: Dr. Nancy Ogle.
Chair. Department of Social Science.

Assistant Professor of History
Seeking European Historian, Assistant Professor level, Teaching responsibilities will include: Early Modern Europea, Western Civilization with world
history perspective, and a Non-European area (e.g. Afric.), Asia, Latin
American), Master's degree required. Doctorate parforded, Chering date: 6:
192. Contact: Dr. Dictrich Schololohm, Department of Social Science

Assistant/Associate Professor Physical Education

Motor Learning/Development and Pedigogs As a member of the Physical Education Health/thress faculty, responsibilities will include Offinstractional assignment in undergondrate and/or graduate. Motor Learning/Development courses including Motor Development and Perceptual Motor Development (2) to a ber preparation good from supervision; (3) these and dissertation advisement; (4) and chance advisement of undergraduate and graduate students; and (5) participation in service and research activities. Declarate required, Minimum three years insoling experience related discettly to the responsibilities identified above. Contact: Dr. William Considine, Chair, Department of Physical Education and Health/htness, Deadline; 4/792.

Assistant/Associate Professor Physical Education Exercise Physiology

As a member of the Physical Education and Health Fitness for ally, responsibilities will include: (1) instructional assignments in undergraduate and/or graduate exercise physiology related courses; (2) theses and dissertation advisement; and (4) participation in service and research activities. Ductor stee required, Teaching experience at the Callege level and ACSM certification preferred. Contact Dr. William Considing, Chair, Department of Physical Education and Health/fitness. Deadline: 4/7/92.

Assistant/Associate Professor Physical Education Health Fitness

As a member of the Physical Education and Health/htmess faculty, respon-As a menuter of the Physical Education and Health three stretch, responsibilities will include: (1) instructional assignments in undergraduate and/or graduate Health/funess course including; Stress Management and Intervention Programs, possibly exercise physiology related courses; (2) these and dissertation advisement; (3) academic advisement of undergraduate and graduate students; and (4) participation in service and research activities. Doctorate required, Teaching experience at College level and ACSM certification preferred. Contact Dr. William Considine, Clair, Department of Physical Education and Health/fitness, Deadline: 47:92.

Salary and rank commensurate with experience and education. Send better of application, vin, transcripts and names, addresses and telephone numbers of at least three references to appropriate contact person listed above by the closing date to: Springfield College, 268 Alden Street, Springfield, binsopchusetts 01109.

AN AFFIRMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER

MARKETING

Tenure-track position beginning fall 1992, Xavier University of Louisiana Department of Business Administration and Economics. Responsibilities include teaching 12 undergraduate hours per semester in marketing and some areas of managements academic odvising, committee service, research. DBA or Ph.D. In Marketing required, university teaching experience preferred. Xavier University, located in New Orleans, Louisiana is a predominantly black. Catholic, university with an approximate enrollment of 3,000 students. Submit letter of application, vita, current references and official transcripts by March 31,1992 to: Dr. Charles Chekwa, Chairman, Search Committee, Xavier University of Louisiana, New Orleans, LA 70125. Xavier University is an Equal Opportunity, Affirmative Action Employer.

Review of applications will begin April 1.

1992 and continue until the position is filled. Send setter of application resume and references to: Dr. Fearcia Bower, Department of Education, Charleston Southern University, P. O. Box 10087, Charleston, South Carolina 29411. Charleston Feature of Education with an emphasis in elementary education university is an affirmative action employer and does not discriminate on the basis of reace, color, national or ethnic origin, handicap or sex.

Education: April 27, 1992. Interviews: May 25 to June 3, 1992. Appointment: August 45 1992. Qualifications.—Minimum of Master of Education with an emphasis in elementary education in the properties. Preference will be given to candidates who have experience in field experiences. Duties: Supervise pre-tervice student teaching field experiences. Education: Assistant Professor of Education and the undergraduate feel and uth-

engin, impaisant of sex.

Education: Assistant Professor of Education. Assistant Professor of Education. Assistant Professor of Education. Assistant Professor of Education and Instruction option of the M.S. in Elementary and Sectoral option of the Mental instruction option of the Mental instruction. Send letter of application instructions: Send letter of application curricular options of the Mental Instruction option opt onary Education. Solven In additional control of the programs and administering a previous method of the programs and administering a new off-compuse content and average and extended in 1867, Western Maryland College is a selective, independent liberia aris college locoted near Baltimore and Washington, DC, offerng the Buchelor of Arr as well as masters programs in education and liberia aris. AdiOB: the College specifically salicits applications from woner and misoriles. Send teller, visite, and three letters of recommendation in Dean Heien B. Wolfe, Office of Oraluste Africa, 2 College IIII, Western Maryland and Education to Dean Heien B. Wolfe, Office of Oraluste Africa, 2 College IIII, Western Liber, and three letters of recommendation in Dean Heien B. Wolfe, Office of Oraluste Africa, 2 College IIII, Western Maryland School, and Foundations courses. Special Education Mid-Moderately Hondicapped School, and School, and Foundations courses. Special Education Mid-Moderately Hondicapped School, and Foundation in Dean Heien B. Wolfe, Office of Oraluste Africa, 2 College IIII, Western Maryland School, and Foundations courses. Special Education Mid-Moderately Hondicapped School, and Foundation sourses. Special Education Mid-Moderately Hondicapped School and Foundatio

Education: University of West Florida, Ele-mentary and Secondary Education, 1900 University Parkway, Pensacola, Florida 32514. Positions 41. Two positions at the University of West Florida-Fenseon (Adain Beach Campus; two positions at the Uni-versity of West Florida-Penseoon (Adain Campus): Elementary Education/Middle Schook, Rank-Instructor, non-tempre carn-ing. Nine months effective August 8, 1992. Salary: \$19.412 -\$22,000 depending on





TWO INSTRUCTIONAL POSITIONS

Stevens State Tech serves the post-secondary educational and training needs of deserving students residing within the Commonwealth of Pennsylvania.

Printing Technology: Two-year associate degree program that encompasses all aspects of printing from lay-out to presswork. Successful candidate must have a minimum of eight years of technical experience including desk top publishing. Previous technical teaching experience plus degree is preferred.

Permanent, tenure-track, position beginning August, 1992. Candidate must have master's degree in physics, with at least 18 credit hours of college instruction in the discipline. Teaching experience at college level a definite plus.

Send letter of application, résumé, and list of at least three

Ms. Betty Jo Howard, Sec. Search Committees Thaddeus Stevens State School of Technology 750 East King Street Lancaster, PA 17602 (717) 299-7611

Deadline for application: April 30, 1992 Competitive salaries and excellent fringe benefits. Filling of positions depend on funding.

EEO/AA Employer

BLUE MOUNTAIN COMMUNITY COLLEGE **FACULTY POSITIONS**

BMCC Is a public, comprehensive community college. FTE emoliment is approv. 1, 700. Campus located in Northeast Oregon at Pendleton, pop. 15, 000. Economy dependent upon agriculture. Positions available: INSTRUCTOR OF NURSING: 180 day contract starting 9/21/92. Master's in flursing required. Clinical/leaching experience in Med. Surg. Mursing preferred. Includes instruction and clinical supervision in pharmacology and nursing theory. CLOSING, 4/24/92. INSTRUCTOR OF HEALTH AND PHYSICAL EDUCATION: 180 day contract starting 9/21/92. Master's in Health Ed. or Physical Ed. with Health Ed. minor. Experience is desirable, preferably at the college level; A.C.S.M. Fitness and American Red Cross Instructor Certification in Pist Aid and WSI desirable. Ability to teach variety of P.E. courses. Coaching opportunities may be available. CLOSING, 4/17/92. INSTRUCTOR OF ART—1 YR. SABBATICAL REPLACEMENT: Starting 9/21/92. Master's in Art or related field. Training and/or experience in computer art/computer graphics and knowledge of media. Expected to work in PC/DOS environment. Preferred: Teaching background, studio experience in ceramics and/or jeweiry. CLOSING, 4/17/92. TO APPLY Complete a college application form, a copy of all college transcripts, resumé, one page statement of community college teaching philosophy, and three letters of recommendation. Application form available from Personnel Clerk, BMCC. P. O. Box 100, Pendleton, OR 97801 or call (503) 276-1260 ext. 363. AA/FOE.



ENGLISH INSTRUCTOR

Washtenaw Community College

reheartive two-year college dedicated to student, community and staff success, is pseaking an English Instructor. The codiese is located in the city of Ann Arbor, Mil, a tity of own 100,000 whose growth and vitably is supported through a culture and of the arts, entertainment, Big Ten sports, and the suncounding metropolitan

The individual will serve as an English Instructor and is responsible for teaching first and second year college level courses in composition, literature, and basic writing. This individual must possess a Master's degree in Composition, Rhetoric or English and two years' full-lime leaching experience, preferably at the community college level. Anticipated date of appointment is August 31, 1992. Initial annual salary range is \$26,900-\$36,021 dependent upon education and related experience, base load of 32 weeks/160 days/450 contact hours per academic year with numerous trings benefits. Deadline for receipt of official WCC application forms is April 17, 1992. Resums received in lieu of application forms are not acceptable.

application forms are not occupation.

Send completed application forms and transcripts to Washenaw Community College, 4800 E. Huron River, P. O. Box D-1. Ann Arbor, MI 48106; (313) 973-3497. Transcript application to order to have candidacy constitution to order to have candidacy constitution.

The College, through its affirmative action goals, is seeking candidates who will augment the diversity of its security, staff and administration. Women and nuhorities are encouraged

Education: Professional Studies in Education. Indiana University of Pennsylvania. Indiana, Pennsylvania. Positions available: Six full-time positions, three tenure track in the Professional Studies in Education Department. Starting date: September 192. Rock: Assistant Professor. Qualifications: All tenure track positions require an earned doctorate at time of employment. Tenure track candidates must present evidence of increase and time of employment. Tenure track candidates must present evidence of Enchairty executations or publications during the past five years. Position I: Tenure track assistant professor in Elementary Education and evidence of acholarly presentations or publications during the past five years. Position I: Tenure track assistant professor in Elementary Social Studies, Elementary and Early Childhood Education and evidence of acholarly presentations or publications during the past five years. Position I: Tenure track assistant professor in Elementary Social Studies, Elementary and Early Childhood Education and evidence of acholarly presentations or publications during the past five years. Position I: Tenure track assistant professor in Elementary and Early Childhood Education and evidence of acholarly presentations or publications during the past five years. Position I: Tenure track assistant professor in Elementary and Early Childhood Education and evidence of acholarly presentations or publications and graduate courses. But the elementary during the elementary during the elementary and Early Childhood Education and extended and Early Childhood Education and Early Childh



THREE TENURE TRACK **FACULTY POSITIONS**

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The University of Houston-Downtown announces three tenure track faculty positions in the Business Management and Administrative Services Department of the College of Business. The positions would begin September 1, 1992. (1) Assistant/Associate Professor of Management with interest in Purchasing/Materials Management or Entrepreneurship. (2) Assistant/Associate Professor of Marketing, Both positions require Ph.D. or D.B.A. on the appropriate held; ABDs may be considered depending on progress on dissertation. Relevant industry experience preferred. (3) Assistant Professor in Office Management/Administrative Services. This position requires a Ph.D. or Ed.D. in Business Education or a field related to office management/administrative services including background and experience in teaching skills courses including word processing. Relevant business experience preferred. The University of Houston-Downlown announces three tenure track faculty Send letter of application, vita, transcripts, and the names and addresses of three references to: Marvin L. Suits, Interim Chair, Business Management and Administrative Services, College of Business, University of Houston-Downtown, One Main Street, Houston, TX 77002. Phone (713) 221-8017. Review of applications will begin March 27, 1992, and will continue until the positions are filled. In accordance with state law, if a person's primary language is other than English, he/she may be required to demonstrate English language competency through a salisfactory score on the Test of Scolera

Junior and Senior Faculty Positions in Operations and Technology Management

JOHN E. ANDERSON GRADUATE SCHOOL OF MANAGEMENT, UCLA

Applications are invited from qualified persons having research and leaching interests in Operations and Technology Management. Special interests in artificial intelligence in manufacturing, logistics, service systems, or operations strategy are of particular interest. Junior applicants should have received a Ph.D. or be a Ph.D. candidate. These positions begin in the 1992-93 academic year. Teaching responsibilities will be at the MBA and Ph.D. levels. Inquiries should be sent to:

Professor Rakesh K. Sarin John E. Anderson Graduate School of Management University of California, Los Angeles Los Angeles, CA 90024-1481

Under Federal law, the University of California may employ only individuals who are legally authorized to work in the United States as established by providing documents specified in the immigration Reform and Control Act of 1986. The University of California is an Equal Opportunity, Aftirmative



ROCK VALLEY COLLEGE

Full-time Mathematics Instructor (Toure Track Pasitions) starting August 24, 1992. A Master's degree with 20 graduate hours in mathematics. Desire experience in teaching mathematics; recent training in mathematics is preferred.

Closing date is April 24, 1992. Send credentials to Jack Simon, Chairperson, Humanities and Mathematics Division, Rock Valley College, 3301 North Mulford Road, Rockford, Illinois 61111. Incomplete résume will not be considered. Include recent letters of reference, both character and professional, complete official transcripts of all undergraduate and graduate education.

RVC is an Equal Opportunity, Affirmative Action Employer

al Studies in Education Department, 311
Davis Hall, Indiana University of Pennsylvania, Indiana. Pennsylvania 15705. Review of applications will begin April 1, 1992, and will continue until the positions are filled. IUP is an Affirmative Action, Equal Opportunity Employer.

For the Assistant Professor level. The Department wishes to employ a teacher's scholar with primary interest in the fields of

Educational Administration: The Department of Educational Administration, College of Education, The University of Texas at Austin serks an Assistant Professor for its Public School Leadership Program. The person selected will be loaling a faculty with a long history of providing national and state leadership in the preparation of leadership personnel for schools and for advancing the knowledge of the profession. Applicants should have a particular commitment to teaching, research, and development which focus on the predeplating and leadership at the school building lavel, in addition, applicants should have strong preparation in research design and the use of computers. This carect design and the use of computers, This carect design and the use of computers, this carect design and the use of computers, this things transaction, and appropriate the capture of the professor layer of the

Department wishes to employ a teacher's scholar with primary interest in the fields of philosophical and historical foundations of education. An interest in educational policy and practices with particular reference to urban settings is desirable. The position has the support services and resources necessary for successful, high level scademic performance with opportunities for related research and service. The appointment will beam August, 1972. Qualifications: an earped doctorate in either Educational Sociology, History, Philosophy, or Policy Studies in Education; second of successful teaching and student advisoment; research in area of apecialization; second of successful reaching and student advisoment; research in area of apecialization as evidenced by scholarly publications; evidence of or potential for establishing a record of funded proposals and contracts for research or service. Responsibilities: Teach undergraduate and advise graduate classes/seminars; direct and advise graduate classes/seminars; direct and advise graduate students, including service or dissertation committees. Callaboration with other faculty in research service, and funded activities is encouraged. Scholarly activity through publication is expected. Salary competitive and commensure with professional experience. Setting: Memphis State University in casterin the Indiversity equiliment is approximately 20,000. The Department presently consists of 11 full-time and 5 purt-line (full-time University) faculty members and has three



Faculty Positions School of Management

Candidates are being sought for September 1992 positions in the following areas: Accounting, Finance, Marketing, Qualifications, PhD or DBA. Significant experience desirable, Responsibilities in clude teaching at all program levels, research and service. Pos-tions open until filled, but to be considered, applications should be received by April 2, 1992. One-year visiting positions at advanced rank will be considered. Salary commonsurate with expenence and qualifications. All positions contingent upon funding Send current vita to appropriate chairman:

Richard Asebrook, Chairman, Dept. of Accounting and Information Systems.

Eric Berkowitz, Head, Dept. of Marketing. Craig Moore, Chairman, Dept. of General Business and Financi School of Management, University of Massachusetts, Amhers, MA 01003. An Affirmative Action/Equal Opportunity Employer.

FULTON-MONTGOMERY COMMUNITY COLLEGE

SOCIOLOGY INSTRUCTOR

Full time, tenure-track, position starting September 1, 1992 to teach a variety of courses within the Social Sciences Division, including larobotion to Sociology, Sociology of the Family, Deviant Behavior, and General Psychology, Muster's degree in Sociology and qualifications to teach General Psychology, Abnormal Psychology and/or courses in Human Service are preferred. College level teaching experience is desired. Candidate must be able and willing to work with students having a wide range of academic abilities. Academic year sulary: Around \$26,000. Candidate must submit a letter of application, resume outlining qualifications ad interests relevant to the position, names, addresses and phone numbers of three professional references, and unofficial transcripts of undergadatand graduate coursework to: Dr. Varghese D. Pynadath, Dean of Libera Arts and Sciences, Fulton-Montgomery Community College, Route 9, Johnstown, NY 12095-9609. Screening of applications will begin on April 10, 1992, but the position will remain open until filled.

Fulton-Montgomery Community College, a unit of the State University of New York, is located approximately 40 miles west of Albany. It is a comprehensive two-year institution with an enrollment of approximately 2,000.

FMCC is an equal opportunity, affirmative action employer and strongly encourages applications from women and minoritis



UNIVERSITY OF CALIFORNIA LOS ANGELES

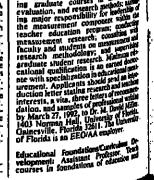
The John E. Anderson Graduate School of Management

Applications are nevted for full- and part-time Lecturers, Visiting Professor and other temporary professorial positions which will be available during the 1992-93 academic year, in one or more of the following areas Accounting, Business Economics, Communications, Entertainment Management Finance, Finance and Real Estate, Human Resources and Human Systems Development, Information Systems, International and Comparative Management, Management in the Arts, Management Science, Markeing, Policy and Organization, Operations and Technology Management, Public and Not-for-Profit Management,

Candidates should have a Ph. D. or equivalent and be qualified to red graduate courses. Salary is commensurate with qualifications. To apply send a resume and three letters of professional reference to the Office of the Chairman. The John E. Anderson Graduate School of Management UCLA, Los Angeles, California 20124-1481.

Under Federal law, the University of California may employ only individuals who are legally authorized to work in the Unuted States as established by providing documents specified in the Immigration Reform and Control Ado of 1986. The University of California is an Equal Opportunity, Affirmative Action Employer.

components: Cultural Foundations, Educational Psychology, and Research Methodology and Stalistics. Presently, the department offers the M.S. and Ed.D. degrees. A propusal for reorganization of the Cultege of Education has been submitted. If implemented, the department would merge with other smits to form a Leadership and Foundations (Policy) division. Contact: Application should include a letter of interest, vita, transcripts, and the names and telephone numbers of three references. The deadling for applications is March 30, 1992. Address all inquiries to: Dr. Carlton H. Bowyer, Search Committee, Poundations of Education, Memphis State University, Memphis. Tennessee 38132. Memphis State University is an Equal Opportunity University. Appointment with be based on merit as it relates to position requirements without regard to race, color, religion, sex, age, handicap or national origin.



alaska pacific

4101 University Drive, Anchorage, Alaska 99508

Azaka Pacific University, a small, private liberal arts college affiliated with the Kathodist Church, Invites applications for the following positions:

Director of Core Program and Assistant/Associate Professor of Literature

The position involves directing the University's Interdisciplinary Core Program and participation in its review, and leaching in the Humanities Department. Ph.D. and teaching and administrative experience required. Preference will be given to candidates with a degree in medieval, Renaissance, and seventeenth-century terature and to candidates who have been involved with interdisciplinary programs. Respond to Professor Robert Wilkinson, Chairman, Core Director Search Committee.

Assistant Professor and Director of Outdoor Studies

Faculty appointment in the Department of Environmental Science and Mathematics. The Director of the new Outdoor Studies Program will lead in development and implementation of the new curriculum. Primary areas of teaching are widerness skills, recreation management, and natural resources. Earned doctorate required. Effective date of this nine-month appointment is August 15, 1932 Report to Professor Jim M. Brown, Chairman, Department of Environmental Consequent Methematics.

Deadline for receipt of applications is April 1, 1992. Those interested in applying should send a letter of application explaining interest and background to the person indicated above. Include a curriculum vitae and a list of three to five references. Salary and benefits are fully competitive.

GLOUCESTER COUNTY COLLEGE Chairpersons (2):

Math/Science/Technology (12-month position)

Business Studies (10-month position)

Responsible for overall planning, management and valuation of program. Directs and coordinates divisional scrivities including curriculum development and revision, selection and evaluation of faculty, budget preparation and counseling students. A Master's degree in an appropriate field

OCC is a two-year institution located in South Jersey just 20 minutes from Philadelphia, PA and 40 minutes from Atlantic City.

Application materials may be received by writing to: Personnel Office, Gloucester County College, Deptford Township, Tanyard Road, RR #4, Box 203, Sewell P.O., NJ 08080. Completed applications should be received by April 10, 1992. The screening process will begin April 10 and continue until a candidate is identified for both positions. Equal Opportunity/Affirmative Action Employer

ECONOMICS DENISON UNIVERSITY

Granville, Ohio

A one-year leave-replacement position at the rank of assistant professor or instructor, beginning August 24, 1992. Successful candidates should have completed or be close to completeion of the Ph.D. degree. Candidates should be able to teach effectively in Principles of Economics and at least one advanced area. While the department will consider any area of specialization, special consideration will be given to candidates with credentials in money/macro theory. Normal teaching load is three courses with two preparations per semester. Denison is an undergraduate liberal arts college with about 2000 students. The economics department has ten full-time faculty. Closing date for applications is April 1, 1992, but we will consider all applications received until the position is filled. Denison is an equal opportunity, affirmative action employer. Women and minorities are encouraged to apply. Send letter of application and supporting documents to Paul G. King, Chair, Department of Economics, Denison University, Granville, OH 43023.

corriculum development; supervise student teachers and conduct seminars; conduct restants and conduct seminars conduct seminars; conduct restants and conduct seminars conduct seminars; conduct restants and critical field. Teaching experience in special education, preferably in MD or LD. Guod detail skills. Willingness to enaged in conduct with incomplet and critical perspectives. Participation in a consortium of three independent liberal incompletation in consortium of three independent liberal incompletation in consortium of three independent liberal and critical perspectives. Participation in consortium of three independent liberal and critical perspectives. Participation in consortium of three independent liberal and critical perspectives. Participation in consortium of three independent liberal and critical perspectives. Participation in a consortium of three independent liberal interesting to present the detection of participation in a consortium of three independent libera

thereion / Licensire: 10-month position technic seven somester hours in special education and/or educational psychology this serving as licensure officer. Requirements: Doctorsic in special education or



INDIANA UNIVERSITY

Visiting **Assistant Professor**

In the Fall of 1992 the Indiana University School of Education in Bloomington will move into a new, state-of-the-art facility. At that came time, the teacher relic about program which has cultural diversity as one of its manipouls, expects to additine full mine. Its other eaching positione, one eight in the areas of educational psychology, multir ultimal setting a float, and science education. Duties include teaching three undergraduate economy or sentencer, being available to students on a regular basis for councing and advelop, and involvement in general teacher of location accounts. Applicants with each results to the force of three subject fleith or Closely related held, and teaching experience are preferred but applications from ABD's are welcome and minority applications are type additionally applications are type and the convented to tenure track appointment of that time. Solary competitive, depending on qualifications Beginning date Ausport 15, 1992. Applications received before April 17, 1992 are guaranteed full consideration but the search will remain open until the positions are filled. Send to quind, three lotters or economication and an official transcript to

Professor Carlos Cwando, Chair Teacher Education Search Cummittee School of Education, Risson 337 Indiana University Bloomington, IN 47405

INDIANA UNIVERSITY IS AN EQUAL OPPORTUNITY AFFIRMATIVE ACTION EMPLOYER

BOISE STATE UNIVERSITY TEACHER EDUCATION

Reading Education: Asst/Assoc Professor

Teach undergraduate/graduate courses in Reading Diagnosis, Assessment & Correction, Developmental Reading and Contem Area Reading. Require doctorate or ABD in Reading Education or related field; minimum 3 years' teaching at secondary, middle or elem. schools.

Elementary Education: Asst/Assoc Professo

Teach courses in elem educ, curriculum & instruction and classroom management & discipline; supervise student teachers. Require doctorate or ABD in Elem Educ., Carriculum & Instruction, or related field. Evidence of excellent teaching at middle or elem, levels.

Tenure-track positions to begin August 1992 with salaries commensurate with qualifications and experience. Send letter of application, statement of philosophy, via, graduate & undergraduate transcripts, and 3 current letters of recommendation to: Dr. Virgil Young, Chair, Department of Feacher Education, Boise State University, 1910 University Drive, Boise, Idaho

Screening begins April 20, 1992. EOE/AA institution





CASTLETON STATE COLLEGE

Economics Faculty Vacancy

Tenure-track position hegianing August 1992. Rank and salary dependent on qualifications and experience. Responsibilities: A generalist to teach both semesters of Principles and possible courses in Advanced Micro, Lulur, Regional and Trade Economics and Development Theory. Position is in the Department of History, Geography. Economics and Politics at a small, primarily undergraduate, liberal arts state college, Qualifications: Ph.D. and atoms interest in teaching required; ABD considered; teaching experience preferred. Review of applications will begin on April 15, 1992, and will continue until position is filled. Send letter of application, copy of transcripts, résumé, and names, addresses and telephone numbers of three references to: Dr. Joseph T. Mark, Academic Dean, Castleton State College, Castleton, VT 05735.

Castleton State College is an Affirmative Aution, Equal Opportunity Employer

positions are filled. Send resume to Dr B J. Ball, Department of Electrical and Computer Engineering, P. O. Drawer RE, Mississippe Stote, Mississippi 39762, MSU is an affirmative action, equal opportunity general methods and should be willing to asspervise student Leachers. Candidates should possess or be close to completing the doctorate in Reading Education and have teaching experience to the elementary and/secondary actuol. 2) Social Student Education: Major responsibilities will accusion: Major responsibilities will accusion at the elementary and secondary level. The candidate will occasionally teach various foundation courses, act the elementary and secondary level. The candidate will occasionally teach various foundation courses, scored methods and be willing to supervise student teachers. Candidates should possess and teachers. Candidates should possess and the cast of the ca rience. Teaching experience aims a prorience, Sancheor a and extensive industrial
experience considered. Experies should
include one or more of the following: Circults and Machines, Comirol Systems, Disital/Anniog Electronics, Commandiationa.
Fiber Optics, Microprocessors and Instrumentation. Programming in "Basic" dosirable. Comminment to teaching excellence,
responsiveness to student needs, and good
communication skills casential. Candidates
with equivalent experience/credentials encouraged to apply. To teach AS/BS courses
in above areas; recruit and advise students;
serve on department and college faculty
committees; participate in coursecurriculum development; apd perform other dutes. Salary and reak commensumic with
qualifications. Effective August 17; review
of applications begins April 15, and continuses until position is filled. Sand letter of
application, frauné, and placement fils to:
Personnel Director. Weat Virginia Institute
of Technology, Montgomery, West Virginin 25136. AA/EOE. teachers. Candidates amond publics and earned doctorate in education and have experience teaching at the elementary or secondary level. Applications will be accepted through April 30 or until the positions are filled. An application is considered completed when a letter of interest, vita, transcripts and three current letters of reference have been received. Please send all application materials to: Father Richard Mucrowetk, O.F.M., Ph.D., Affirmative Action Officer, St. Bonaventure University, St. Bonaventure, New York 14778.

Electronics/Draiting Indiana Vocational Technical College is accepting applications for a full-time instructor to chair like Draiting/CAD Program, Responsibilities and Requirements: Teaching 4-6 courses in Electronics and Draiting, Courses may include Prindiamentals and Advanced AutoCAD,



WAYLAND ACADEMY Beaver Dam, WI

FACULTY AND ADMINISTRATIVE OPENINGS

Wayland Academy, founded in 1855 as a conducational boarding school, sacks for make the following appointments. The Academy enjoys surplus burdgets, is debi-free, holds a significant endowment, and maintains a carrepus valued at 25 million dollars. Seventy-more percent of the facility bold graduate degrees, twenty-two percent of its student body is international, and 100 percent of its graduates attend colleges and universities. The Academy enjoys full enrollments of approximately 255 students. Componisation is very attentive.

attractive.

Bractive:

INTERNATIONAL STUDENT ADVISOR: In addition to serving as the principal international student advisor, the successful candidate must also have the ability to work in an ESL Program with three rather staff members. An expanded international enablinet it may neptic pally from Assa, Turope, and Control America has resulted in the establishment of this new position. MA preferred.

VOCAL MUSIC: The Academy weeks a following vocal music instructor to provide individual lessons, as well as to direct the choir and other socal groups. BA required.

Other Responsibilities: As a binarding institution, Wavland cosks candidates who are interested in being involved with such a tryitors as afficies, cocurricular and extracturicular activities and residential life.

Letters of application and résumés should be sent to: The Office of the President Wayland Academy 101 North University Avenue Beaver Dam, WI 54916-2254

Wayland Academy is an Equal Opportunity, Attimative Action Employer.

UNIVERSITY OF CALIFORNIA

WALTER A. HAAS SCHOOL **OF BUSINESS**

AT BERKELEY

The Walter A. Haas School of Business at the University of California at Berkeley seeks a distinguished social scientist with primary research interests in the study of Innovation to fill the Leo B. and Florence Heldrel Chair in Entrepreneurship and Innovation. The person who is appointed to this Chair may have a background in any of the School's established research areas including accounting, business and public policy, economic analysis and policy, finance, management science, manufacturing, marketing, organizational behavior and industrial relations. However, the appointee will be expected to play a leadership role in the development of interdisciplinary programs and curriculum in innovation or a combination of innovation and entrepreneurship. The position carries with it a substantial endowment base to support the Chair's activities and, depending on the successful candidate's interests and suitability, may also include direction of activities and funds in the endowed Howard Lester Center for Entrepreneurship. Scholarly qualitications are the most important criteria in selection for this appointment, although demonstrated success in outreach activities is also a consideration. Applicants should send curriculum vitae and applicable documents by June 1, 1992, to:

Associate Dean David H. Pyle

Associate Dean David H. Pyle Walter A. Haas School of Business 350 Barrows Hall University of California at Berkeley Berkeley, CA 94720 Attention: Helzel Chair Committee The University of California is an Equal Opportunity, Affirmative Action employer.

Dixie College

2 juli time, tenture track positions available Sept. 1992 ASSISTANT PROFESSOR OF CHEMISTRY *Teach beginning and infarmediate level inoxpanic, Organic and Biochemistry *Chief interest and expertise must be in teaching, not research *Ph D. in Chemistry preferred MATH INSTRUCTOR

*Teach Basic Math and Beginning Algebra in Developmental program *Experies in Adult Learning, LD, competency-based education Masters degree preferred

DIXIE COLLEGE, Personnel Services 225 South 700 East - St. George, UT 84770

Draftins, Microprocessors programming and Applications, Solid State, Analog and Digital troubleshooting, Laser and Fiber Optics, and Bleetronic Convocationing, or the control of the Convocation Candidate will perform administrative duties, upgrade curriculum, advise students, and majatain and ungrade computers and inh equipment. Requirements: B. S. degree in Electrical Engineering, M. S. in the field is strongly preferved. One year's instructional expanience in electronics required. Candidate should also be familiar with Z80 or similar interconocessors, and be expanienced on IBM FC Hard wore or similar systems, Send application by April 18, 1992 to Ivy Tech Collago, Human Resources Director, \$204 Humany 311, Selteraburg, Indiana 47172.

COLLEGE

Elementary / Early Childhood Educations Teacher Education faculty position. Loui-siana Tech University is a comprehensive university located in Ruston, Louisiana. The College of Education is one of six de-

aree-graming colleges within the University and offers degrees at the bachelor's, master's and specialist levels in a variety of human services areas. Applicants about send a better of application, current vine, transcript from university awarding terminal degree, and a list of references who pay be contacted. Applications will be received until May 13, 1992 or until the position is filled, Contact Dr. Sam V. Dauzat, Area Coordinator, Teacher Education, P. O. Box 3161, Ruston, Louisdans 71272; fax (318) 277-279. Assistant/Associace Professor: Elementary/Early Childhood Education, Teaching responsibility includes teaching undergraduate and graduate ducation courses. The responsibilities further include student advisement, supervising internship experience, conductors research and engaging in other related scholarly service activities. Requirements: sarned doctorate in appropriate area and teaching experience in public schools. Women and minorities are encouraged to apply.



THE UNIVERSITY OF OKLAHOMA

Library Faculty Vacancy

POSITION: DIRECTOR OF LIBRARY TECHNICAL SERVICES

position: Direction of the Dean of University Libraries, the Direction of the Dean of University Libraries, the Direction Library Technical Services has administrative responsibility for Catalogue, Acquaitions, Serials, and Collection Development. The Serials Degament includes Serials Cataloguega and the Corrent Periodical@Microgram Room, a public services area. The technical services straff consists of 8 transp. 28 clerical staff, and 14 FTE student assistants. The incumbent is reconsible for providing leadership in all phases of technical services activities including planning, program review and implementation, setting twicein.

reconsible for providing leadership in all phases of technical services activities actually planning, program review and implementation, setting priorites, and the articulation of policy and procedure. Other responsibilities these evaluation of personnel, analysis of costs and efficiency of technical grices operations, and maintaining an awareness of current developments in the field. The Director of Library Technical Services works closely with the other members of the library administration and faculty in setting and carring out library goals and objectives.

QUALIFICATIONS: Required: MLS from Al.A-accredited library school, six

QUALIFICATIONS: Required: MLS from Al.A-accredited library school, six or more years professional experience including at least three years as head of rechairal services or head of cataloging, acquisitions, or serials in a medium to large academic library; thorough understanding of acquisitions, catalogia, serials and collection development; verbal and written communications kills; strong organizational and supervisory skills; knowledge of current developments in technical services. Detrable: Second master's or other advanced degree; knowledge of foreign languages; experience with automated library systems, preferably NOTIS, OCLC and RLIN; record of active inwhement in professional associations; evidence of research or creative abovement.

BENEFITS: TIAA/CREF; State Retirement System; comprehensive medical protection, 33 days' paid leave; short-term disability leave; group life insurance, University holidays.

UNIVERSITY LIBRARIES: A member of the Research Libraries Group, AMIGOS, and ARL, the University Libraries consists of a main library and arbranches. The collection contains more than 2.2 million volumes, 10,000

penodical subscriptions, and three outstanding special collections in history of science, wetern history, and bustness history. The Libraries has implemented the public access catalog, catalogung, authority control, acquisitions, and circulation functions of the NOTIS system. Norman is an attractive

EMPLOYMENTA Librarians have the privileges and responsibilities of faculty sens (non-tenure track) and hold the rank of assistant professor or above.

APPLICATION: Send nominations or letter of application with resume, a list of publications and the names of three references including current supervisor to: Donald C. Hudson, Manager, Administrative Services, University Libraries, University of Oklahoma, Norman, OK 73019; (405) 325-2611.

WE ENCOURAGE WOMEN AND MINORITY APPLICANTS AND
WE ARE RESPONSIBLE TO THE NEEDS OF DUAL CAREER COUPLES

FACULTY POSITION IN EDUCATION

School Improvement Specialist

The University of New England, a small private college on the crasst of Maine, nice miles both of Kennebankport, invites applications for a new ten-month sense track position for Education. Housed within the Department of Social and Behavioral Sciences, this position with involve carbing to the undergraduate programs in elementary and set couldny education, as well as the creatour of a starting stage.

Standing Brues.

Candidates should have an earned riocturate in Education with an appropriate content specially in either Conrectium Development, or a disciplinary to us area such as Science Education, Mathematics Education or Social Studies and Language Arts Applicants with experience in school based corriculum relotin, leacher education reform, developing across the curriculum initialives, runnamity partnerships/university-school collaboratives, and stall development are encouraged to apply. The successful candidate will have demonstrated competency in college-level teacher education groggams, have experience with supervising teacher interns, be committed to progressive traditions of school reform, and have considerable experience with developing new programs or continuing education offerings.

The University of New England is small, growth oriented private comprehensive university with an emphasis on curriculum reform and innuvation. Clobal and Environmental Studies, the Health and Life Sciences, and interdisciplinary programming that is community based. The College of Arts and Sciences also host a graduate program in Social Work, and the university has Maine's only medical college.

heekat college.

bitensted individuals should forward their vitae, three letters of recommendation, course transcripts, and appropriate reprints to Paulette \$1. Ours. Assistant Dean, College of Arts and Sciences Search Committee.

University of New England, Hills Beach Road, Biddeford, Maine 04005. UNF is an Affirmative Action, Equal Opportunity Employer and actively encourages female and inhost with extensive multi or cross-cultural experience.

community with a low cost of living close to a major metropolitan city.

SCREENING DATE: May 15, 1992.

MARY: \$40,000 (minimum).

SEARCH WILL REMAIN OPEN UNTIL FILLED.

the baccalaureate and master's levels.

DELAWARE STATE COLLEGE

DEAN OF GRADUATE STUDIES AND RESEARCH

Delaware State College is a public, 1850 land-grant, comprehensive college founded in 1891. The College has a faculty of approximately 155 and a windom body of approximately 2,700. Academic degree programs are offered it

The College is located in Dover, the Capital of Delaware, a city of approximately 30,000 people situated in the heart of the Eistern Shore and within easy reach of Philadelphia, Biliamore, Washington, D.C., and the resort areas of Rehiboth Beach, Delaware and Ocean City, Maryland.

School of Graduate Studies: The School of Graduate Studies has as circultinear of approximately 300 studies and offers the following degrees: Master of Arts in Corrections and Instruction, Master of Arts in Special Education, Master of Arts in Science, Education, Master of Social Work, Master of Secal Science and Master of Social Biology, Master of Science in Biology Education, Master of Science in Chemistry, Master of Science in Applied

Qualifications: Qualified candidates will have an earned ductorare, a distinguished record of to a line, research and service that will qualify for appointment at a sensor professorial rank; a record of readenne administrative success; an ability to maintain effective collegial telanonships, and a demonstrated commitment to academic excellence. Salary is competitive and commensurate with qualifications and experience

Academic Dean Wiley College seeks nominations and applications for the position of Academic Dean. The Academic Dean reports to the President and is the officer primarily responsible for the development, implementation, and assessment of the instructional program and for faculty recruitment and development. Candidates for the position should manifest significant intellectual inflamment in classroom teaching experience, and administrative experience. Experience in evaluation curriculum and faculty is a necessary expulsionant. The Ph.D. in a evaluating curriculum and laculty is a necessary requirement. The Ph.D. in a discipline appropriate to the college is required, as is a respect for central traditions and constituency of the college.

Please send application, risumé, list of references, and other supporting materials by April 15, 1992 to. Dr. David L. Beckley, President, Wiley College, Marshall, Texas 75670

Chairperson, Division of Education

Academic Deau

Chalifperson, Division of Education Candidates for the position must possess an earned doctorale from an accredited institution with proparation in professional education, background experience in public or private education, including at least three years of classroom teaching at the elementary or secondary level and strong research training and experience. Also, the candidate should have a strong scholarly record, and should be capable of providing creative leadership for a division and established commitment to teacher education.

Responsibilities include leaching undergraduate related courses, providing leadership for the teacher preparation programs, and encouraging faculty

Chairperson, Division of Humanities
Candidates must have appropriate doctorate, demonstrated managerial capabilities, and a proven record of teaching across departmental areas. The chair must provide leadership in the development of the humanities division, oversee divisional management, inclitrate divisional direction and curriculum development. elopment, possess granisman and proposal writing skills, and teaching o

Chairperson, Division of Business and Social Science

Chargement, Division of Educates and Social Science Applicants must show evidence of qualifications for the associate or full professorship, terminal degree in the appropriate discipline, college teaching experience, and experience relating to the development of successful partnerships. Also, there should be demonstrated experiences in programmatic planning and implementations.

Responsibilities include teaching courses in a specific discipline, curricula development, participating and encouraging research among the developmental faculty and administrative planning.

Assistant Professor of Physical Education Assistant Processor of Physical Education
The successful candidate will give direction and leadership to an undergraduale physical education teacher training program. Candidate must have the ability to teach a wide variety of service courses. A doctorate in the discipline is required. Candidate must have a minimum of live years of college teaching

expenence.

Assistant Professor of Sociology/Social Work

The successful candidate will teach undergraduate introductory and upper this on courses in Sociology and Social Work. A doctorate in the discipline is required. Candidates must have a minimum of five years of college teaching

experience.

Director of Physical Plant
The director is responsible for directing, coordinating and participating in the activities of the physical plant department as it relates to planning, scheduling and monitoring the operation, maintenance, and repair of the college's buildings, grounds, equipment, and maintenance programs. The applicant must have a B.A. degree and proven administrative skills in maintaining records and preparing related reports, and must have supervisory experience.

Program Director
Director of the Wiley Management Institute. The director will assume the responsibilities of a comprehensive degree-completion program for non-tradi-tional students. The director will implement and manage the program in cooperation with appropriate division heads and administrative office director. Submit applications, résumés including the names, addresses and phone numbers of three references, three letters of reference, and have official transcripts sent by April 15, 1992 to: Wiley College, Personnel Office, 711 Wiley Avenue, Marshall, Texas 75670.

AN EOE/AA EMPLOYER

New York University

RESIDENCE HALL MANAGER

Department Of Housing & Residence Life

Responsible for the student development and administrative opera-tions of a co-educational undergraduate or graduate residence hall-Selection, training, and supervision of student and full-time staff; hall government advisement; individual and community development; coordination of administrative services and operations; paraprofes-sional staff training course facilitation; committee responsibility; all-compus duty rotation. Qualifications: Master's degree plus 1-2 years residence life experience.

This is a live-in position which offers a competitive salary plus furnished apartment, university meal plun, free NYU tuition for self, spouse and children, and other excellent benefits. Candidates should send cover letter and resume with name of three references by April 13, 1992 to: William flolding, Associate Director, Department of Housing and Residence Life, NYU, 8 Washington Place, New York, N.Y. 10003. NYU encourages applications from women and members of minority around.

Elementary/Early Childhood Education: Elementary/Early Childhood Education, Dakinad University, Rochester, birchigan. Beginning August 15, 1992. Full Professor or other rank, depending on qualifications. Candidate should hold a doctorate. Desired background in primary arade teaching and curriculum development. Candidates should have innovedege of child development, teaching-learning processes and ecology of school and home, with the capocity for scholarship and leadership in program development, and school collaboration. Responsibilities include teaching graduate courses, advising for student the signification, participating in active research and from the first finite for Action Research and Professional Development, and publishing in professional Development and child Studies, which offers programs in early childhood, special education, and foundations of education, and roughous file School is collaboration with neighboring education, servico, and research agencies. Under a grant from The Kollogs Foundation, in School has developed collaborative projects in early childhood deducation best developed collaborative projects in early childhood education with school districts

and intermediate education apercies, and with the Ministry of Education New Zealand. Oakland University is a public institution of 12.000 students, with boccalaurests, master, and doctorn) programs, and is focated in southeast Michigan. Send a letter of application with a complete, current resume and the names, addressed, and phone numbers of three current professional references, to Professor Marc Brind, Chair of Search Committee. School of Education and Human Services, 544 O'Dowd Hall, Oakland University, Rochester, Michigan 48189-4401.

Elementary Education: Tenure track (Assistant/Associate) beginning in Amass,
1992. [Jamed doctorate (preferred) in elementary education or reading with at lenst
three years of successful teaching experience at the elementary level. Responsibilities lactuate teaching graduate and undergraduate methods, supervising student
teachers, odvising students, and assisting
with other departmental responsibilities.
Salary will be commensurate with qualifications. Send complete resume, three letters of recommendation and current transcripts to: Dr. Margie Herrie, Chair, Ele-

St. Bonaventure University DIRECTOR OF ATHLETICS

St. Bunaventure University invites applications/irominations for the position of Director of Athletics (full-Time, 12-Month, Administrator), with an intended appointment date of September 1, 1992 or sooner. Letter of application, vitae and three references should be sent to Aftirmative Action Utilice, St. Bonaventure, NY 14778. The closing date for applications is April 15, 1992. Candidates whose applications are received after that date cannot be assured of full consideration.

St. Bonaventure University is a member of the Atlantic 10 Conference and is an NCAA, I-AAA member institution. A full complement of men's and wom-en's programs is offered in accordance with NCAA and conference stan-dards. St. Bunaventure University enrolls approximately 2800 graduate and

OUALIFICATIONS: The successful candidate should possess a minimum of a Master's degree in an appropriate field, with a doctorate preferred. The candidate's experience must provide evidence of the ability to promote the support of athletics in accordance with NCAA rules willi both on and of support of athletics in accordance with NCAA rules wills both on and oft campus groups including students, faculty, alumni, local businesses and timarcial support sproups: long-range planning, marketing; academic stundards and personal growth for student-athletes. The successful candidate should exhibit a strong sensitivity to the academic mission and requirements of the university and must demonstrate an understanding of the proper role of athletics within the mission of the university. The successful candidate must have an understanding of the development requirements for membership in the athletic conference. Candidates should have exceptional organizational, administrative, communications and interpersonal skills; demonstrated leadership, public relations, and fund-raising abilities, creative and motivational skills; and have evidence of personal integrity and high ethical standards. SALARY: Compelltive, Commensurate with qualifications and experience,

St. Bonaventure University is an Equal Opportunity Employer.
Women and minorities are encouraged to apply.

Laurance S. Rockfeller Visiting Fellowships

Princeton University, the University Center for Human Values, invites applications for Laurance S. Rockfeller Visiting Fellowships. Several Rockfeller Visiting Fellowships will be awarded for the academic year 1933-94 to outstanding teachers and scholars who are interested in devoting a year in residence of Princeton to writing about ethics and human values.

Fellows participate in a faculty-graduate seminar and other activities of the University Center. They enjoy access to Firestone Library and a wide range of other activities throughout the University. A major part of their time is devoted to their own research on ethics and

The isllowship extends from September through May. Applicants are expected to have a doctorate or a professional post-graduate degree. The deadline for application materials is January 5, 1993 for isllowships beginning September 1993. Recipients will be notified by March 18.

For further information, contact Valerie Kanka, The University Center for Human Values, 432 Robertson Hall, Princeton University, Princeton, NJ 08544. tel. (809) 258-4798.

College of the Siskiyous

ASST. BASKETBALL COACH) Part-time, short term position, August 25, 1092 through May 27, 1993. \$6,714 to \$12,015. Closing Date: Plarch 27, 1992. ASST. POOTBALL/TRACK COACH/INSTRUCTOR: Pull-time, Icnure track, \$27,554 to \$36,410. Closing Date: March 30, 1992. MUSIC INSTRUCTOR: Pul·lime, one year subbatical replacement. Effective Pail 1092, \$27,554 to \$36,410. Closing Date: April 3, 1992. zation packet from:

College of the Slaklyona Personnel Services 800 College Avenue Weed, CA 96094 916-938-4461, Ext. 220

Minority applications encouraged, AA/EOE.

tion; and taking an active role in state lead-ership for middle school education. Doc-torate in curriculum and instruction, teach-er education, or a related area with empha-sis in middle-love; aducation is required, attons with experience working with teach-ers and students in educational sentings and a commitment to broad, integrative view of education. Please forward letter of applica-tion, curriculum vitae, and three letters of reference by April 1, 2019 to Mary McDoo-nell Harris. Dean, Center for Teaching and Learning. De 8158, University of Morth Dakota, Grand Forks, North Dakota S202, AA/EOE.

Elementary Educations With emphasis in science education or math and science. Astained Professor, Iconye-track resistion beginning August 16, 1992. Responsibilities include teaching undergraduate and aradustic ecourses, some in a team-trught situation; sciviling undergraduate and araduste students; working with educational actings; research and writing; and supervising student leachers. Specialization in a second area of interest such as middle-level education, interdisciplinary studies, rural education or research methods is desirable. Declorate in science education, actence and mathematics education, or teacher education with an

meniary Education Search Committee.
Henderson Street, Arkadelphia, Arkansas 7199-001. Review of applications with experience working and experience working and experience working sand a commitment to scholarship and a broad, integrative view of education, curriculum view, and three letters of reference by April 1, 1992 to Mary McDonnell Herris, Box Sitsa, University of North Dakota, Grand Forka, North Dakota 58202. And EOE.

Elementary Mathematics Education: Georgia Southwestern College has a tequire track opening in Mathematics Education, engaging in scholarly activity and publication; and taking an active role in state lead. entitle for the properties of dectoral study archity for middle charpolics.

Elementary Mathematics Educations Georais Southwestern College has a tenure track opening in Mathematics Education, beginning September, 1992. An Ed.D., Ph.D. or near completion of doctoral study in a field related to elementary mathematics education is preferred. A secondary toaching field is a plus. Teaching experience in elementary school mathematics is required. Applicants should have potential for schodarly production and working effectively with area public schools and educational agencies. The position requires teaching both undergraduate and graduate glasses. It is an academic year rosition with Summer employment quite probable. Ranthespotiable. Salary very competitive. GSW is a tealor codiege of the University System of Georais. The Institution offers teacher education programs at the bachelor's, onater's and specialist degree levels, and is accredited by the State of Georais, NCATE and the Southern Association. The college is bituated in the picture squee city of Americas, pear historic forester, a state-of-the-art facility. Send letter of application or nomination, résunde, transcripts and a ninimum of 3 references, by April 1, 1992, to Dr. Lynn H. Prisble, Chair, Division of Education; Georais Southwestern College; Americas, Georafs 31799. GSW is an EO AA educator and employer. a lenure-track Assistant Professor of Engineering. The University is a small, pravate liberal arts university with a residential encodingment of 1450 undergraduates. A general, broad-based program of study in engineering is offered leading to the B. S.E. deserce. During the past decade, an average of clant students have been graduated per year. The appointment begins fall semester of 1992. Ph.D. In Engineering desired, although condidates with an M.S. degree and appropriate academic or industrial experience will also be considered. The successful candidates should have a strong commitment to creative undergraduate teaching. The teaching had is set courses per year, assignments in Creative Undergraduate teaching. The teaching had is set courses per year, assignments in Creative Undergraduate teaching. The teaching had is set courses per year, assignments in Creative Undergraduate teaching the teaching had is set courses per year. assignments in Creative Undergraduate teaching the teaching had its experience to the period of Engineering: University of Redlands, Assistant Professor of Engineering. The Uni-

versity of Redlands invites applications for a lenure-track Assistant Professor of Engineering. The University is a small, provate the professor of Engineering and Engineerin tical property measurements, rates at veloping time resolved spectoscores for human breast tumor measurements bachelor of Engineerins with committee precision and resolved time or specialization to prefer independent of the property of th

der # 4421973. Proot in in U.S. required.

Engineering Technology! Assistant feda sor.—Fall 1992—pending fanding of the proof of the pr

The University of North Carolina at Greensborn **RESEARCH SCIENTIST**

The University of North Carolina at Greensboro is seeking talented incongroup, a demonstrated ability to attract external funding and whose research plays or adversity programs and facilities of one of the University's schools or departners. programs and accuracy of one or the University's schools or departness.

The University's research programs have experienced extensive growth dang major tree years and one conducted in the College of Alls and Sciences and six programs schools. Hosiness and Economics, Idincation, Health and Hunan Performance, I religiously the programs of invitant mental sciences, Austic, and Aussing. The University is particularly making, research responsibilities while it will complement this recent growth. Expected Qualifications

An earned ductorate or appropriate forminal degree
 A record of significant research accomplishment
 Demonstrated experience in grant, contract or sponsored project acomps

Appointment to the profition of Research Scientist will be consistent with academic active research credentials. Salary is negotiable and competitive. The University

The University is one of three doctorate-granting mathematics

Established in 1891, the University is one of three doctorate-granting mathematics

sisteen campus University of North Carolina system. The institution has already degrantial a student body of approximately 1.700, including 8,900 undergradule and 2.8

grantials students. The University has a forage-standing declaration to the libral and

sciences with a commitment to professional education. During academic (see 1911)

the University was awarded \$8 in infilling in external contracts and grants.

Location

Creen-bore, a city of 200,0001 people, is within a metropolitan area of 98 0.00 with includes the cities of Winston-Salem and High Point. Greensbore is located above. The discount region of the state, with easy access to the mountains and the Atlant Conf.

Applications Applications will be accepted until July 31, 1992. Applications should include a ret-lum vitae and names, addresses, and telephone numbers of at least time interess, well as a two-to-four-page statement of the applicant's research plans Please we result atoms to:

Brad Bartel
Dean of the Grantonic School and Associate Provost for Reseach
241 Mossman Building
The University of North Carolina at Greensboro
Greensboro, North Carolina 27412-5001
(919) 334-5375

The University is an Equal Opportunity, Affirmative Action Employer UNICG encourages applications by infrovinces and women and self-identification of the University of Comments and persons with hamiltoapping conditions.

Faculty Position: Director of African and **African-American Studies** Tenure Track

The University of Rhode Island is searching for a dedicated dynamic scholar/administrator to revitalize and direct its African and African American Studies Program. The director is expected to build bridge with students, feculty, administrators, and the greater Rhode Island on munity. The applicant must have a scholarly focus on either Africa or African-American issues but with a sensitivity to both. The applicant must have a terminal degree, administrative or teaching experience and a record of scholarship and publications or creative performants and/or exhibits. Safary competitive. The applicant will be considered for a tenure-tack position in an appropriate department. Persons applying as Associate Professor must have, in addition, an established record of research/scholarly or creative activity and effective teaching fe sons applying as Full Professor must have, in addition, a disting record and a national/international reputation. Review of applica will begin in March and continue until the position is filled. Please sal mit a letter of application, curriculum vita, three current letter recommendation, evaluations of teaching, and a sample of mi ten or creative work. All application materials should be set b Paul Arakellan, Search Committee Chair, Director of AAAS pot-tion #021149, THE UNIVERSITY OF RHODE ISLAND, P.O. Box 9, Kingston, Ri 02881, An Affirmative Action/Equal Opportunity Empl

Research Associate

Job involves 1) managing large-scale financial databases on PC's and manframes, 2) performing empirical analysis for research projects in various area.

3) developing software to access the financial databases, 4) programming and
system problem solving, and 5) teaching. Requirements include a) a hodegree in economics, finance, or physical sciences, b) good statistical and
computational knowledge, demonstrated by publications in computation
sciences, c) strong data management skills on PC's and mainframe systems, 4
fluency in FORTRAN, SAS, DOS, VMS, and UNIX, e) experience in unlessy
teaching and research. 40 hours/week, B-5, Send resume and publications
Pat Scott, Financial Markets Research Center, Owen Graduate School of
Management, Vanderbilt University, Nashville, TN 37203.

VANDERBILT UNIVERSITY IS AN AFFIRMATIVE ACTION.

ALLEH BERRETTER BERRETTER BERRETTER

The University of New England Send letter of application and résumé with manes, addresses and telephone numbers of here references to Mr. Lennard Lenna, Chapman, Engineering Technology Destreat, Coatral Connecticut State Univ. Set 1992, Coatral Connecticut O6050-4010, Raview of candidates will begin on April 22, 1992, CCSU is an AA/IEC comployer. Women, minorities, the handicarped and veterans are encouraged to apply.

bulda: Instructor/Avaistant Professor, possible tenure track, August 1992; strong netricovirling lab preparation; American Lienture; secondary experience dealvable. 22, 30,324,000 depending upon qualdenious. HSU, a lappital institution seeks faculty who support its christian mission. Seed should be appeared to the control of the contr

English: Central Michigan University, English Language and Laterature, Mt. Pleasant, Michigan 48859. Assistant Professor. Non-tenure track, one year appointment, 1992-93; passibility of reneval. Applied linguistics, TESOL, and composition; three course load, Ph.D. required. Apply and send reaume and three letters of recommendation by April 18 to Francis Moison, Chairperson. CMU (AA/EO institution) encourages diversity and resolves to provide equal opportunity regardless of race, sexhandicap, sexual orientation, or other irrelevant criterie.

POSITIONS OPEN

Due to increased enrollments, program expansion, and retirements, we are pleased to announce the following open postions, subject to final budget approval.

Professor of Marketing and Management

Professor of Administration of Justice/ Director of Law Enforce-ment Academy

 Professor of instrumental Reference Librarian

Professor of Physics/ Astronomy

Professor of English

Arizona Western College is a comprehensive community college serving over 12,000 students each year. AWC is thriving and dynamic sunbelt city of over 55,000 in south-

Applicants with experience at 344-7504.

Administrative and Faculty Positions Applications and nonquotion, are invited for the parameter O.D. in of Graduate studies, and Research. This per on will provide leadership in the continued growth and development of graduate studies, and research. The Deposit the Graduate School is responsible to the President through the Vice President for Academic Africa. Result is responsible for coordinating and conducting the graduate programs of the College. The graduate programs of the College. The graduate program directors report to the graduate deam.

Professor of Business

Professor of CIS

located outside of Yuma, a west Arizona.

community college level pre-ferred. We are seeking those with the ability to work with linguistically/culturally diverse populations. AA/EOE. Women and minorities are encouraged to apply. Inquire: Personnel Office, P.O. Box 929, Yuma AZ 85366-0929 or (602)



Application Deadline: The review of applications will be gin on April 1, 1992. Application and nonmations will be considered until the position is filled.

try, Master of Science in Physics and Master of Science in Physics, Feathing,

Application Procedures: Interested individuals should sent a letter of application, a current viria and names, addresses and relephone numbers of four references to Dean of Graduare Studies and Research Search Committee, Office of the Vice President for Academic Affairs, Delaware State College, Dover, Delaware 1990. The review of materials will begin April 1, 1992 and commun until the positions are filled.

FACULTY POSITIONS

The Department of Economics and Business Administration at Delaware State College is seeking applications for tenure-track positions at the Assistant/Associate Professor levels in the following areas: Accounting (1), Economic (2), Administrative Office Management (1), Business Law and Real Estate (1), to begin in the Tall of 1992. Qualifications: candidates must have (1) an earned doctorate, (MDA/J) (1) I M will be considered for Business Law only) (2) relevant reaching/work experience and (3) scholarly research experience. Persons with expertise in more than one subject area will be given preference.

Responsibilities: Incline teaching (undergraduate and MHA) courses); student adviscment, research and proposal writing, community and camputs-wide activities. All applicants must be able to lawfully accept employment in the United States at the time of an offer of

Salary and Rank: Negotiable.

Applications: Send letter of application, résumé, THREE letters of reference, and transcripts of all undergraduate and graduate work to: Dr. Winston Awadzi, Chairman, Department of Economics and Business Administration, Delaware State College, Dover, Delaware 19901. The review of materials will begin April 1, 1992 and continue until the positions are filled.

DEPARTMENT OF ART AND ART EDUCATION

The Department of Art and Art Education is seeking an individual as a subbatical replacement for Full 1992 to teach introduction to Art, 3D Design and Sculpture I. Instructor rank, must have an MPA with emphasis in the third dimension and some college teaching experience, Send vities, 20 slides and 2 letters of recommendation to: Arturo Bassols, Chair, Search Committee, Department of Art and Art Education, Delaware State College, Dover, Delaware 1990. Salary: Negotiable DEADLINE: April 15, 1992.

DEPARTMENT CHAIR Department of Mathematics and Computer Science

Requirements include an earned doctorate in Mathematics or Computer Science and demonstrated record of effective teaching, research and professional involvement. The successful applicant will be expected to provide strong, dynamic leadership for the faculty. Rank and salary negotiable, depending on experience and other qualifications. Send letter of application, transcripts, vita, and three letters of recommendation for Dr. Henry N. Tisdale, Vice President for Academic Affairs, Delaware State College, Dover, Delaware 1990.

The search committee will begin reviewing applications April 15, and will continue until the position is filled

DELAWARE STATE COLLEGE IS AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER.

INIVERSITY OF ELAWARE

Assistant Professor Journalism Position begins September, 1992. Advanced degree, experience in journalism, and strong commitment to teaching, essential. Send letter and c.v. by May 1, 1992, to Prof. Hams Ross, Opp. of English.

African-American Literature

Tenure-track position in Alfican-American inerature beginning September 1, 1992. Responsibilities include teaching introductory, advanced, and graduate level courses in American iterature. Applicants should have completed the Ph.D. by December 31, 1992. Nominations and letters of application (with deseiva) should be received by April 30, 1992, to Carl Dawson, Cheir, Department of English.

Respond to University of Delaware, 204
Memorial Hall, Newark, DE, 19716.
The UNIVERSITY OF DELAWARE is an equal opportunity employer which encourages applications from qualified managing opportunity and women.

and program including developmental writing. To teach undergraduate courses. Doctorate in English or metoric required. Send letter of application. resumé, monficial transcripte, and 3 inters of reference by April 10, 1992 to Angle O'Hara, Personnel, Oklahoma Panhandia State University, P. O. Box 436, Goodwell, Oklahoma 73939. AA/HOE.

ri939. AA/EOE.

English Assistant professor, tenure track, to teach undergraduate and straduate courses in composition, rietoric, and discourse theory. Doctorate in English with concentration or significant coursework in composition/rietoric/discourse theory, required. Background in critical theory, jetholical writinas, or rander attulies beperical. Experience in administering a writing program and working with teaching assistants desirable. Deadline: open until filled. Somening begins April 6, Luter of application, curriculum vitae, three recommendations, transcripts to: Gerald Duchovany, Head, Department of Literature and Languages, East Texas State University, Commerce, Texas 75429. ETSU is an AA/EEO employer and invites applications from all

Northern Michigan

University

Instructor/Assistant Professor in Mass Communication to fill a ona-year sabbalical replacement. M.A. minimum, ABD/Ph.D. preferred. Successful condidate will be primarily responsible for teaching courses in Introduction to Mass Communication, Radio-TV Writing, and broadcast production. Salary negotiable depending on qualifications. Excellent fringe benefits. Begins August 24, 1992. Send letter of application, résumé, and three letters of racommenda-

send letter or apparatum, resumenda and three letters of recommenda tion by April 15, 1992 to: James I. Rapport, Head, Department o Speech, Northern Michigan Uni versity, Marquette, Mi 49855.

members of minorities to appty.

Englisht Computer Coraposition, Position starting Fall 1992 at Utah Valley Community College in Orem. Requires a doctorate in English or a closely rolated field, with a minimum of two years paid, full-time experience in teaching computer composition on the college level, or full-time work in business/industry using computers; knowledge of mas-dos, setworking, and software related to computer compositions or a master's degree in English or a closely related field with a specialty in coraputar composition of two years paid, full-time teraching composition using computers; knowledge of ms-dos, networking, and software related to computer composition. Application deadling is April 30, 1992. For application and information contact Personnel Services, (801) 222-800 extension 8207. UVCC is an accredited community college serving 8,000 students. AAPEOE.

Florida Institute of Technology

RESEARCH ASSOCIATE IN CHEMICAL OCEANOGRAPHY

Duties include (1) analysis of seawater for major ions, trace elements, hypobalites and ozone, (2) performing independent research on the influence of ozonation on chemical speciation of seawater and (3) computer modeling of results. Requires M.S. in Chemical Oceanography with capabilities in atomic absorption spectrophotometry. ICP/MS, electroanalytical chemistry and computer programming. 40 hours per week, 8 a.m. to 5 p.m., \$16,000/year. Contact Dr. John Trefry. Department of Oceanography, Florida Institute of Technology, Melbourne, FL 32901. Florida Institute of Technology, and a complexity, affirmative action employer.

FIELD REPRESENTATIVE

Non-profit corporation promoting effective partnership between corporate funders and the education community to improve America's educational system seeks an individual to Join its field consultation staff.

The field representative maintains communication with target companies to promote informed use of our research and consulting services; encourage company participation in our activities; facilitate information gathering for our development of written materials for corporate funders.

The successful candidate will have a keen interest in the support and improvement of American education; excellent communication and problem solving skills; familiarity with the corporate world and its culture and strong interper-sonal skills in dealing with people at all corporate levels; fund raising ability; willingness to travel. Bachelor's degree or higher is required.

Mail résumé to Suite 2200, 51 Madison Avenue, New York, NY 10010.

University of South Florida, Sarasota, Florida. This tenure-track position begins fell, 1992, pendies budgetary naproval. The ideal candidate will have a strong background in 18th-century literature. We welcome those whose experise includes criticism and theory, comparative literature, and cultural studies. Ph.D. required. Now College faculty leach two courses per term, and work with individual students on intensive projects, which often include creative writing. With a 10:1 student-faculty ratio,





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Director of Career Development

Ponoma College, one of the Claremont Colleges, is an independent, coeducational, residential, liberal arts college with approximately 1,400 students live in residence halls; the remaining students live in nearby communities and spend considerable

the Orientur of Career Development is responsible for developing, expanding and administering a full program of informational and educational services to students regarding career planning, graduate programs, internships and employment. He or she coordinates these activities with the staff of the Alumni Ottice, the Student Atlains staff, the college faculty, and with the career development offices of the other undergraduate colleges in Claremont. Specific duties include the following:

Develop and administer a varied program of workshops and seminars on career planning and decision making, job search techniques and strat-

Enhance and maintain the recruiter program, which brings to the cam-pus representatives from many fields of employment and from graduate and professional schools, foundations, government, non-profit, private sector, and international organizations.

Develop and maintain the part-time off-campus internship program by which selected students have internships, carried in addition to the regular academic program, in nearby organizations, such as the City of Pomona, Romona Valley Medical Center, L.A. County Bar Association, local newspapers, and business internships.

Develop, expand, and maintain the career resource library.

Develop, espaire, and maintain the career resource money.

Maintain a high-profile accessibility for career counseling with individual students and small groups, with emphasis on a needs assessment process with special programs and a variety of multi-cultural student groups. Coordinate the placement function of the college Work Study and Self-Help programs and maintain a job-notice hoard for part-time and summer jobs, both on and off campus for all students.

Develop, prepare, and disseminate publications about seminars and other activities to make students aware of opportunities, both on and off

Oversce development and installation of the anticipated computer-assisted career listings resource to be established in the Career Develop-ment Office in the near future. Qualifications:

Qualifications:

A Master's degree or equivalent; a commitment to liberal arts education, as well as an understanding of its place in career preparation and development; three years of work experience commensurate with the experience required for career planning and development in a collegiate setting. Some experience in a small residential college, as a student or staff member, is destrable. Good organizational and program development skills, the ability to communicate effectively, computer knowledge, initiative, creativity, flexibility, and sensitivity are extremely important assets.

Conditions of appointments

The Director of Carcer Development reports to the Vice President and Dean of Students, and is a member of the Student Affairs staft, which has an overall responsibility to support the educational goals of the college and assist students in making optimal use of their experience at Pomona. The appointment is for twelve months, with a month's vacation and fringe benefits. Salary is negotiable. Pomona College is an Equal Opportunity employer.

Applicants should send a letter of application, a résumé, and a salary history, by April I, to the Director of Career Development Search Committee. Office of Student Affairs. Pomona College, \$50 N. College Avenue, Claremont, CA 91711.

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Associate Director, Major Gifts

University Development has a current opportunity for an experienced fund raiser in its major gifts office that is responsible for the management, coordination and execution of major gift fund-raising initiatives oriented toward individuals who have the capacity to give \$1 million or more. Candidates should have a bachelor's degree and or more. Candidates should have a bachelor's degree and at least three years' experience in capital fund raising, institutional advancement in higher education or professional volunteer management. Must have strong management, interpersonal, and writing skills. For consideration, send a letter and two résumes to Search Committee: Dept. A1005-G, Staffing Services, 160 Day Hall, Cornell University, Ithaca, NY 14853-2801.

English: Illinois Collego is a private, wellendowed, Phi Beta Karya, aberal arts college located in west-central illinois. We
seek applicants for a require-track position
at the rank of Assistant Professor who are
qualified to teach Africa-American literature and multi-cultural ilterature. Secondary laterest in non-European and critical
theory valuable. Ph. D. required. Undergraduate teaching experience preferred,
Send letter of application, curriculum vibae, transcript, and three letters of recommendation to Dr. Doughass Boiling, Chairtran, English Department, Illinois College;
Jacksonville, Illinois 62650. Application
dendiline: March 27, 1992. Illinois College's
an AAEOE.

Environmental Health: Indiana State University, seeks an Assistant Professor, teaure-track faculty member to join its accreatied Environmental Health Program effective with the start of the Fall, 1992 secuster. By the date of approlatment, an exmed
doctorate in anvironmental health or close
log. The control of the college of t



HOPE COLLEGE

HOLLAND, MICHIGAN 49423

Resident Director

Hope College Invites applications for two full-time professional Resident Director positions. Hope College, located in Holland, Michigan, is a distinguished and distinctive four-year, liberal arts, undergraduate college, affiliated with Reformed Church of America.

Reformed Church of America.

The Resident Director will develop and administer a comprehensive community and student development program in a residential facility housing 250-300 students RESPONSIBILITIES: Supervision, training, evaluation of staff, programming, in-service training, policy implementation, safety and security, counseling/referral, adjudication of disciplinary cases, leadership and community development, advisement of hall council, and those assigned by the Director of Housing and Residence Life.

The position will also require collaborative work in other areas of student development, including, but not limited to, multicultural life, chaplain's office, health services, and special programming

QUALIFICATIONS: Master's degree preferred in College Student Personnel, Counseling, or related field, plus residence hall experience. REMUNERATION: A ten-month contract, with a competitive salary, spacious apartment, meal plan and benefits. A letter of application, current résumé, and three letters of recommendation should be sent to:

Ruth A. Klungle Assistant Director of Human Resources Hope College Holland, MJ 49423

Application deadline is March 31, 1992. Starting date to be announced. Representative will be attending ACPA.

Hope College is an Equal Opportunity Employer



Georgetown University Law Center

ASSISTANT/ASSOCIATE DIRECTOR OF ADMISSIONS

Georgetown University Law Center seeks two Assistant/Associate Directors of Admissions to participate in all aspects of our successful Admissions program. located just a few blocks from the U.S. Capitol, the Law Center attracts an extremely varied pool of applicants. Our community is both culturally and racially diverse with substantial evening and graduate

These positions require excellent communications skills: public speaking,

Responsibilities include: participating in applicant review for both J.D. and LLM. programs, meeting with applicants, and assisting with overall management of admissions office, extensive recruitment travel. Qualifications: J.D. degree required. Law School admissions experience

Salary commensurate with experience. Competitive benefit package. Full-time non-faculty, academic appointment.

Positions available for 1992-1993 academic year. Send résumé, salary requirements and letter of interest by April 15, 1992 to:

Terri A. Greenslade Office of Admissions Georgetown University Law Center 600 New Jersey Avenue, N.W., Room 50 J Washington, DC 2000 J



Coordinator, International Education

Position available july 1, 1992, State University Administrator 1. Qualifications: Experience with higher education international education activities required. Ability to relate effectively to students, faculty, and staff required. Sensitivity to the Importance of cultural diversity in an educational environment required. Master's degree preferred. Foreign language skills desired. Experience dealing with INS procedures for international students. nanguage skills desired. Experience dealing with INS procedures for international students faculty desired. Administrative responsibilities: a.o. coordinating logistics for international students all programs, assisting international students/faculty, staff support for international students/full advisory Board. Full description sent upon request/application. Bloomsburg University is committed to allimative action and equal opportunity. Blacks, Horsburg-University is committed to allimative action and equal opportunity. Blacks, Horsburg-Vattoos, women and all other protected class persons are urged to apply. Send complete dossier, including three letters of recommendation, c.v.; photocopies of transcripts and lettors of application to Dr. Brighte Calley, Chair, Search and Screen Committee, Ben Franklin 13, April 5, 1932 for consideration.

Indiana State University, committed to entancing cultural diversity among ha faculty and staff, is an Equal Opportunity, Affirmative Action Employer.

Environmental Sciencestydrology: Environmental Scientist Hydrologist, Conducts research studies on the hydrological spectra of the reason utilizing knowledge of principles and congents of various asignments and engineering technical principles and congents of various asignments. Alds in the interpretation and analysis of the model output and in the writing of the interpretation and successful meteorological, posternations approves expenditures accessary for completion of other techniques to cashyate information, unconsidered to the interpretation and successful completions, approves expenditures accessary for completion of projects, interactions, approves expenditures accessary for completion of projects, interacting the interpretations, approves expenditures accessary for completion of projects, interactions and individuals to ensure the successful completion of



DIRECTOR

CENTER FOR THE ENHANCEMENT OF TEACHING

DePaul University seeks an innovative and creative individual direct its newly created Center for the Enhancement of Teabor a university-wide Center that will offer a range of service in a university-water Center that with order a range of services to faculty. The Center will provide services such as: coordinatoral establishment of mentoring arrangements; facilitation of ou-carpus and inter-institutional networking of faculty disseminational information and funding to facilitate faculty attendance at event pedagogical workshops and conferences; and development of or campus activities designed to promote instructional quality, amo others. The director will also chair the Quality of Instructo Council, an interdisciplinary faculty committee that promotes and funds projects that support the improvement of instruction. Te-position offers both teaching and administrative responsibilities

Onalifications:

Applicants should be qualified for the rank of tenured Assonte Professor or above in one of the University's schools or tolked (Commerce, Education, Law, Liberal Arts & Sciences, Mosc School for New Learning, Theatre); recognized achievement teaching; administrative experience; demonstrated ability to secure external funding; commitment to cross-disciplinary culaboration and experience with diverse populations.

Application Procedure: Applicants should submit a letter of application, current via at three letters of recommendation with telephone numbers to

> Dr. Donna Younger, Chair of the Search Committee Center for the Enhancement of Teaching DePaul University School for New Learning 243 S. Wabash, 7th Floor Chicago, IL 60604 (312) 362-8099

Salary is competitive and commensurate with experience In position is available July 1, 1992. Screening will begin April 1, 1992. The search will continue until an appointment is made. DePails committed to cultural and linguistic diversity and strongly enour ages women and minorities to apply.



DIRECTOR, AFRICAN AND AFRO-AMERICAN STUDIES PROGRAM

Duke University invites applications and nominations for an appointment the associate professor or professor level to direct the program.

A Ph.D. in an appropriate discipline is required with a substantial record of leaching, research, and publication. Experience in program administration and development is desirable.

Responsibilities include providing academic and administrative leadership b the program, coordinating the program with other University departments and programs, and developing and teaching courses.

Applications and nominations must be received by May 1, 1992. The said will continue until the position is littled, with an anticipated appointment to of September 1, 1992 and beginning date of January 1, 1993. Please sent curriculum vilae and three professional references, including phone numbers, to: Search Committee Chair, African and Afro-American Studies Program, 395 Alien Building, Duke University, Darker,

Duke University

Dulia University is An Equal Opportunity/Affirmative Action Employee

the projects. Must have M.S. degree in en-vironmental engineering plus 6 months' ex-periènce in the same job ur as a research assistant in environmental engineering. Hours: Monday-Priday, 8:00 s.m.-5:00 p.m. Salary \$1,720/month Sabmit résumd only to Job Service of Florida, 701 South-west 27th Avenue, Roym 15, Mianni, Flori-da 13135-3844. Job Order Number &FL 0570799.

Epidemiologys Epidemiologisi — Manhattan. Study biological and genetic factors in Alzheimer's disease, schizuphurana and cersonality disorders, using psychiatric, sonetic and cruss-cultural epidemiological techniques and senetic linkage studies. Experience in cape-controt, follow-up., family sand family history data collection techniques and methods of analysis, diagnosis of dementias, psychoses and other psychistric conditions as well as statistical analysis, proportional hazards modelling, and logistic regression. Designs and manages relations as a conditional paradis modelling.

tional database of family studered it is and I year of experience is job offend quired. Position also requires a record independent research is area record psychiatric epidemiolosy (at least 5 pc. calions) and experience with mixed at mainfrance computer operation system analyze statistical data packages region. Althour weeks, \$10,000 per same seed 40-hour weeks, \$10,000 per same for the first or feature in darkage to \$50,700 per same for the process of the process o

Director of Federal Relations

RULLETIN BOARD: Positions available

IOWA STATE UNIVERSITY

OF SCIENCE AND TECHNOLOGY

lowa State University invites applications and nominations for the position of Director of Federal Relations The Director of Federal Relations reports to the President of the University

The Director of Federal Relations is responsible for coordinating all university activities which involve Congressional or federal administrative agency approval and/or funding. The Director of Federal Relations, through the Provost, will work with all of the university's colleges to ensure the development of a coordinated approach to Congress and all federal agencies. The Director of Federal Relations will coordinate the university's communications with the Iowa Congressional delegation and also will coordinate the process of informing university personnel on matters concerning federal relations.

The successful applicant will hold an advanced university degree and should have at least three years of The successful applicant will note an advanced university begree and should have at least three years of university experience, which may include experience in undergraduate or graduate teaching, research, or university administration. Substantial experience in legislative relations, either at the federal or state level, is essential, as is a thorough knowledge of federal legislative and administrative practices and procedures. Strong written and oral communication skills are essential. Salary range is \$70,000 to \$80,000 annually.

lowa State University, a member of the Association of American Universities, is a comprehensive land-grant lows State University, a member of the Association of American Universities, is a comprehensive fand-grant university located in Ames, Iowa. Iowa State has 25,000 students, 1,600 faculty members and an annual budget of approximately \$550 million. The University offers undergraduate, graduate, and professional degrees through its colleges of Agriculture, Business, Design, Education, Engineering, Family and Consumer Sciences, Liberal Arts and Sciences, Veterinary Medicine, and the Graduate College.

Applications and nominations will be accepted until the position is filled. Applications should include a resume or curriculum vita and the names, addresses and telephone numbers of three references. The process of reviewing applications and nominations will begin March 30, 1992. Applications and nominations should

Mr. Thomas M. Hamilton, McGladrey Search Group, 400 Locust Street, State 690, Des Moines, Iowa 50309 (515) 282-0221, FAX (515) 284-5923

lows State University is an equal opportunity/affirmative action employer and encourages the applications of and nominations of women and minority candidates.

RESIDENCE HALL DIRECTOR South Dakota State University



The Residence Hall Director (RHD) will assume a major leadership role as a live-in profes-sional within an assigned residence hall. The successful candidate will join a dynamic, progressive residential fife program dedicated to the continuing personal growth and devel-opment of residents as well as staff.

Development of hall residents through Developmental Programming, Hall Govern-ment Training, Role Modelling, Courseling

 Daily operation and management of a residence hall housing 325 to 500 students through. selection, training, supervision and evaluation of 8-20 Resident Assistants, Office Assistants, a Sentor Office Assistant and Night Assistants

Daily communication with residents; University and residential life policy development and enforcement.

Personal and professional growth.

Regated:

Backetor's degree.

An interest in working with, and a sensitivity to, students.

Commissional leadership ability.

At least one year of group living experience

Benefits and Balary: Total package worth \$14,300 for a 9 month contract (\$9,200 salary and \$650 worth of on-campus food purchasing power for 9 months, \$80 for patking, \$192 for local phone service and furnished apartment with unities wellood at \$350 per month for 12 months for 12 months for 12 months for 13 months for 14 months for 15 m

Shari Rippensiein, Coordinator of Residential Life Wecota Hall 115 South Dakota State University Box 506, Brooldings, South Dakota 57007-0898 or phone (605) 688-4801

South Dakota State University is an Affirmative Action, Equal Opportunity Employer (Fe-male/Male). Women and members of minority groups are encouraged to apply. Proof of eligibility for employment is required by the immigration Reform and Control Act of 1986.

as a spokesperson and as a lisison with internal committees and external organizations as well as overace all marketing offorts. The candidate will provide leadership
for implementation of programmatic priorties as well as provide a strong service orcalation regarding state, national and international needs. Viable candidates must
have 5-10 years of similar, sendor level exportence. A Master's degree is required,
demonstrated executive ability to include
facel film/Video: Columbia College Chicago
seeks full-time faculty beginning fall 1993. demontrated executive ability to include fiscal, personnel, and information systems management; possesses strong commitment to and knowledge of the comprehensive nature of home economics; CAE or willing to quality as CAE (certified Associating to become an AHEA member. Sally commentative with training and experience. AHEA is an equal opportunity employer. Seed resumd. Inquiries, letter of instant to Robert A. Strade. ASAE secutive seed resumd. Inquiries, letter of induction rel and statement of teaching philipses, p. C. 2003-1168. Attention Sov. 79, Uni-off due for receiving resumes:

Resulty Studies: Built then teached and the seed of the comprehensive fields. The seed of the comprehensive fields of the comprehensive fi

family Studies: Full time, secure track position involves teaching, advising, research, and university service. Requires expertise in the interdisciplinary study of the family. He had to be interdisciplinary study of the family. He had to be supported by course work neglect matter as evidenced by course work neglections are several some descriptions and presentations, as well as evidence of a theoretical and research bent ground. Submit letter of application tractains areas of interest and specialization, resume, official transcripts, evidence of teaching effectiveness, and three stores of recommendation to: Pamily Studies Search Committee. Department of

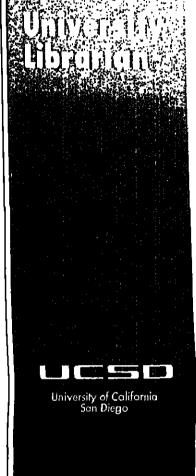
go is an equal opportunity employer.

Film/Video: Columbia College Chicago seeks full-time film/video faculty beginning Feil 1993 to teach producing and screen-writing at graduate and undergraduale levels. Extensive teaching experience required. Producer with screenwriting background preferred. Excellent benefits packground preferred. Excellent preferred real and statement of teaching philosophy by May 15, 1992 to Chap Freeman, Acting Co-Chairperson, Department of Film and Video, Columbia College Chicago, 60 South Michigan Avenue, Chicago, illinois 60605. Columbia College Chicago is an equal opportunity employer.

SCHOOL PSYCHOLOGIST

SCHOOL PSYCHOLOGIST

Associate/Aspistagh Professor, immer brack, beginning August 15, 1992. Requirements: doctorate in school psychology, significant naning and at least three years' es perience in the practice of school psychology, eligibility for cessification as a school psychology in South Carlolina, evidence of scelence in teaching and supervision, and record of scholarly actively. Position modules teaching and supervision in an NCATU PASP-approared Specialist in School Psychology (5.5 F.) program and some undergraduate teaching. The School Psychology (5.5 F.) program and some undergraduate teaching. The School Psychology (6.5 F.) program and some undergraduate teaching. The School Psychology (6.5 F.) program and some undergraduate foreign program fast features fow studently faculty raisos and storag professional involvement and support. It is housed in the Department of Psychology, which has 14 full-lime faculty members. Winithrop Colege fredesignated Winthrop University and 10 graduate degree programs. States are compelitive and commensurate with qualifications and experience. Reviews of applications will begin April 15, 1992 and least 3 leates of reference to: Joseph Prus, Ph.D. Department of Psychology, Wirthrop College, Rock Hill, SC 29733. Winthrop College is an AAEOE.



The University of California, San Diego invites nominations and applications for the position of University Librarian. The University enrolls 14,000 undergraduate and 3,500 graduate and professional students in five undergraduate colleges: the Graduate School of Interna-tional Relations and Pacific Studies, the School of Architecture, the School of Medicine, UCSD Medical Center and the Scripps Institution of Oceanography. The UCSD facility has over 4,200 members engaged in teaching and

The University is a member of the Association of American Universities and the Association of Research Libraries. Current holdings of the Central University Library and its six branches are 2 million volumes. The library has an annual budget of \$19.5 million, and 83 librarians and 208 support staff

The University Librarian is responsible for the development and administration of library policies and programs in support of UCSD's research and instructional programs develop ment of library collections; managainent of the library's resources for services, sloffing, automation and physical facilities; leadership in funditaising and issues of accidemic research libraries at the local and national levals; and natwork services. As a Sr. Academic Officer, the University Librarian reports to the Vice Chancellor for Academic Affairs and is a member of the Chancellor's Council and Academic Sonate.

Candidates must have a demonstrated commitment to academic excellence, research and scholarship. Strong leadership qualities in highlevel administrative positions in an academic research library and sound knowledge of current and emerging technologies that will affect the delivery of library services are required MLS from an ALA-accredited library program also required.

Nominations and applications should be received by May 15, 1992 for full considera-tion. UCSD offers a competitive salary (\$78,200-\$101,600) commensurate with experience and an attractive benefits package.
UCSD is an equal opportunity/affirmative action employer and encourages the interest of women and minority applicants. Please send materials to: Dean Stanley Chodorow, Chair, University Librarian Search Committee, UCSD (100336-W), La Jolla, CA 92093-0922.

CATALOGER (SPECIAL COLLECTIONS)

Northwestern University Library. Performs original and copy cataloging of Special Collections monographs, including descriptive and subject cataloging, classification, and authority work, using AACR2, LCSH, DDC 20, and the MARC hibliographic and authority formats. Some authority work will be performed for the Library of Congress' NACO program. Supervises the Special Collections Assistant for Cataloging with Copy.

the special collections Assistant for Cataloging with Copy.

Qualifications: MLS from an ALA-accredited library school; working knowledge of two or more modern European languages, preferably including German and a Romance language; at least two years of professional cataloging experience preferred, preferably with the use of an automated system; familiarity with the MARC books and authority formats; ability to catalog in unfamiliar languages with the aid of a dictionary; broad educational background.

tional background.

Salary range: \$25,500 to \$31,000. Send application and resume, including names of three references to judy Lowman, Personnel Librarian, Northwastern University Library, Evanston, IL 60208-2300. For full consideration, applications should be received by May 29, 1992. An EEC/AA employer. Employment eligibility verification required upon hire.

Finance: Adelphi University School of Business, Mississippi State University—Business, Assistant or Associate Professor in Economics and Finance, Position requires Fh.D. in Economics, lively scholarship, an interest in curriculum development and revision. Send cover letter and via to: Faculty Search/Business, Office of the Provott, Adelphi University, Oarden City, New York 11330, Adelphi University is an ECVAA Employer M/F. quires Ph.D. in Economics, lively schools and revision. Sand cover letter and vita los and revision. Sand cover letter and vita los factorially Search Business. Office of the Pro-Faculty Search Business and Edha Employer MF.

Finance / Marketing: Assistant / Associate Professor of Finance/Marketing. Responsible for the administration of tederal, state, private, and Institute courtee, conducting research and consultation of the Proposition of tederal, state, private, and Institute of the Proposition of tederal, state, private, and Institute of the Proposition of tederal, state, private, and Institute of the Proposition of tederal, state, private, and Institute of the Proposition of tederal, state, private, and Institute of the Proposition of tederal, state, private, and Institute of the Proposition of tederal, state, private, and Institute of the Proposition of tederal, state, private, and Institute of the Proposition of tederal, state, private, and Institute of the Proposition of tederal, state, private, and Institute of the Proposition of tederal, state, private, and Institute of the Proposition of tederal, state, private, and Institute of the Proposition of tederal, state, private, and Institute of the Proposition of tederal, state, private, and Institute of the Proposition of tederal, state, private, and Institute of the Proposition of tederal, state, private, and Institute of the Proposition of tederal, state, private, and Institute of the Proposition of tederal, state, private, and Institute of the Proposition of tederal, state, private, and Institute of the Proposition of tederal, state, private, and Institute of the Proposition of tederal, state, private, and Institute of the Proposition of tederal, state, private, and Institute of the Proposition of tederal, state, private, and Institute of the Proposition of tederal, state, private,

Academic Advisor

Engineering

Master's degree is required. One of the degrees, Bachelor's or Master's, must be in Engineering (preferably), Physics, Chemistry, Computer Science, or Mathematics. Evidence of excellent skills in writing and speaking, as well as in working with and advising students is required. Faaching and counseling experience in higher than the territories. But at a letter of emplication and education highly desirable. Submit a letter of application and resume by April 28, 1982 to: Thomas Kim, Search Coordinator, (Position 981029), UNIVERSITY OF RHODE ISLAND, P.O. Box G, Kingaton, RI 92881. An Affirmative Action/Equal Opportunity

The Chronicle of Higher Education.

Financial Aid: Financial Aid Coondinator.
The University of South Florida is seeking a Coordinator of Financial Aid and Veterans Affaira. Responsible for coordinating financial aid and veterans programs on a commuter croopus of 3,000 upper division and graduate students. The position requires a broad understanding of federal and state financial aid programs. Knowledge of the Florida State University System's policies and procedures preferred but not required. Salary \$17,000/12 months. Master's degree or backelor's degree with two years of related work experience required. Forward letter of application, résumé and names and numbers of three references to:

Financial Aid: Director of Student Pinancial Aid Coordinator Search Committee, DAV 118, USF St. Petersburg. 140-7th Avenue South. St. Petersburg. 140-7th Avenue South. St. Petersburg. Florida requires thorough knowledge of federal regulations. The position wall involve present administration and production of the position will involve present administration and productions.

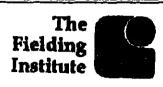
regulations. The position will involve present and ministration, supervision of staff, counseling of stadents, manitoring program budgets, and making presentations to various constituents. Candidates should posses at least five years of financial aid experience, have an oppopriate undergraduate degree, demonstrate the ability to manage federal finals, and possess at tong communication and supervisory skills. Advanced educational degree and computer experience designable. Congestitive salary and baselt package. Sahary begins in low to mid 30's. Send resume and computer experience designable. Congestitive salary requirements in confidence to Box 28-101. The Chronicke of Richer Education.

Financial Aid: Financial Aid Coordinator. The University of South Fiorida is seeking a Coordinator of Financial Aid and veterance programs on a coordinator of Financial aid and veterance programs on a community coupsel of the coordinating financial aid and veterance programs on a community coupsel of the coordinating financial aid and veterance programs on a community coupsel of the coordinating financial aid and veterance programs on a community coupsel of the coordinating financial aid and veterance programs on a community community coupsel of the coordinating financial aid and veterance programs on a community community









The Fielding Institute, founded in 1974, provides accredited graduate programs in Clinical Psychology and Human and Organization Development to mid-life and riid-career adults. Fielding serves the growing number of well-erlucated professionals who demand the highest standards in graduate education and who wish to combine further study with continuation of their professional and personal responsibilities. Located in Santa Barbara, California the administrative offices serve a student body of approximately 800 and a faculty of 58.

Director of Institutional Advancement

The Fielding Institute invites applications and/or nominations for the position of Director of Institutional Advancement. The Director reports directly to the President and has responsibility for the planning and implementation of a comprehensive fund-raising program including annual fund, corporation and foundation grants, planned giving and capital projects.

The successful candidate must be results-oriented with an entrepreneutal spirit and the ability to handle multiple tasks simultaneously. A Bachelor's degree is required (a graduate degree is preferred), as well as at least five years' fund-raising experience, preferably in an academic setting. A proven record of accomplishment in designing and managing development programs and budger management is essential. He or she must possess the ability to communicate effectively both in writing and verbally with a wide range of constituencies. This position involves some travel.

To apply for Director of Institutional Advancement, please submit letter of application addressing qualifications, current resume, and the names of three current professional references to:

Director of Institutional Advancement Search Committee The Fielding Institute 2112 Senta Barbara Street Santa Barbara, CA 93105

Program Director

The Fielding Institute Invites applications and/or nominations for the position of Program Director of the Human & Organization Development Program. FIOD is an intendisciplinary doctoral program in the social/behavioral sciences. We are philosophically committed to a global perspective and the promotion of harmony and social justice. We attract mid-career professionals who wish to pursue graduate education white maintaining their current location, work, and family responsibilities. White faculty are located throughout the U.S., Program Directors are full-time and based in Fielding's administrative headquarters in Santa Barbara.

Satura satural.

Responsibilities include working with program chair and other program directors: extensive collaboration with field faculty regarding curricular, student, and research projects; academic advising/facilitation; research training; program administration; and admissions. Qualifications include an earned doctorgram administration: and admissions. Qualifications include an earned doctor-ate in the social sciences or business/management/administration; supervision of doctoral research: expenience with and commitment to multicultural issues; such tadvisement: expenience with adult students; and programming design. If you are unlamifiar with Fielding, please request an HOD brochure by calling 805-687-1099 x134.

To apply for HOD Program Director, please submit a cover letter describing the fit between your experience and the qualifications outlined above, a confe-ulum vilae, names/addresses/phone numbers of three references, and a 2-3 page essay on a matter of great concern and/or interest to you. Please send

HOD Faculty Search Committee The Relding Institute 2112 Santa Barbara Street Santa Barbara, CA 93105

The Fielding Institute, an equal apportunity and affirmative action employer, is committed to cultural diversity and encourages applications from women and

DIRECTOR OF FINANCIAL AID

Requires bachelor's degree and at least five years of progressively expanding responsibilities in financial aid with the most recent two (preferably
shree) years in charge of the daily operation of a financial aid office at a
senior administrative/supervisory level. Requires experience with incorporating rapid changes into complex office, developing packaging strategies in
support of reculinant and retention plans, and experience with providing
research, projections, reports and proposals for effective utilization of
funds. Must be expert in federal, state and andit requirements, progress
reviews and automated financial and management systems. Must be esnative to and appreciative of diversity in bigiter education.

Please send letter of application, résumé including complete employment history and three current professional references to:

Our Lady of the Lake University Personnel Office — 411 S.W. 24th St. San Antonio, TX 78207 (512) 434-6711, ext. 344/345

Position available immediately. New applicants will be considered until position is filled.

Ol.LU seeks employees who understand and are committed to the values of Catholic higher education.

French: Full-time, leasure track position in the Denartment of Foreign Languages at Erstine College. Candidates should have an earned doctorate and a commitment to teaching. Assistant Professor rank to begin late August 1992. Teaching responsibilities include elementary, jutermediate, and advanced courses. Send letter of interest and credentials to: Dr. James W. Geitys, Vice-Producat and Dean of the College, P. O. Box 248, Due West, South Caroline 29639. Illustine College is a small, jour-year, church-related, liberal arts college located in western South Caroline.

French, Assistant Professor, tenure-track, Fall 1992, Ph.D. required. To teach undergraduate bangange and literature courses, Scholarship essential for promotion and tenure. Salary commensume with qualifications and experience. Send dossier and 3 letters of recommendation by March 31, 1992 to J. K. Gantaer, Hend, Department of Foreign Languages, Berry College, Rome, Georgia 30149, EOE.

and participation in non-major's biology sequence. Development of an active retearch program is expected. Pil.D. required. Salary Commensurate with experience. Please submit curriculum vime, immerripes, a brief statement of teaching philosophy and research (giarcesis/needs and three letters of recommendation by April 10, 1992 to: Chairman, Search Committee, Department of Biology, Northeast Louisiana University. Monroe. Louisiana 71209.

ty. Monroe, Louisiana 71209.

Grants Administrations Grants Coordinator. Assist in generating funding from federal, attie, foundation and corporate acorrees, Direct and implement grant applications; assist faculty in improving grant applications; assist faculty in improving grant applications and contract agreements. Requires Bachelor's degree or equivalent experience, Master's optional. Requires familiarity with community college pladeophy plus proven experience with grants and contract administration and preparation, Must have understanding of relevant federal regulations, tectucial writing skills, contract pegoliation and report generation. Open until filled; selection process to begin April 1, 1992. Send legulires for Human Resources, Casper College, 125 College Drive, Casper, Wyomitag 92501. EED/AAE.

Northeastern Illinois University

Northeastern Plinois University is an urban public four-year commuter institution located on Chicago's North side with a culturally diverse population of approximately 11,000 students.

Assistant Director of Financial Aid

Qualifications: Bachelor's degree (master's degree preferred), and five years of Financial Aid Office experience with at least three at an administrative/supervisory level. Functional experience with personal computer software designed to perform need analysis and packaging necessary. Ability to work with a culturally diverse student population highly desirable. Strong written and oral communication skills required.

Dities: Reporting to the Director, this position is responsible for the coordination of need analysis and packaging activities, evaluation and development of student consumer information for the office, training and evaluation of advising staff, organization and outreach efforts with high schools and community colleges, advising of students and providing technical support to the Financial Aid and Scholarship Committees.

Screening of applications will begin April 27, 1992, and will continue until the position is filled. Applicants should submit a letter of interest, a complete résumé, and three current letters of reference

Dr. Melvin C. Terrell Vice President of Student Affairs Northeastern Illinois University 5500 N. St. Louis Avenue

Northeastern Illinois University is an equal opportunity, affirmative action employer and encourages women and minorities to apply.



DIRECTOR OF SPONSORED PROGRAMS

Butler University, comprised of the colleges of Liberal Arts and Sciences, Education, Business Administration, Pharmacy and Jordan College of Fine Arts, is a moderately sized, independent university. Butler University encourages original work, which includes research and other scholarly pursuits involving a collaboration of faculty and students.

The Director has responsibility in the following areas. Extornal Grants: Assists faculty in proposal development and the identification of funding sources. Compliance: Oversees research regulatory compliance, including the use of humans, animals and hazardous materials in research and ethical Issues related to rusearch. Internal Grant Programs: Administers internal faculty and student grant programs. Significant research administration experience in higher colucation and master's degree required. Experience/knowledge relating to Animal and Human Institutional Review Boards highly desimble.

This is a twelve month position. It is desired that this individual will start by the middle of August. Interested candidates should send a letter of application, resume and list of five (5) references with phone numbers, by April 15, to: Dr. Marilyn Spencer, Chair, Sponsored Pargrams Search Committee, Butler University, 4600 Sunset Avenue, Indianapolis, IN 46208.

EOE/AA Women and minorities are encouraged to apply.

cluding assembling and distributing information about great opportunities, maintaining contacts with funding agencies, assisting faculty in developing proposals,
monatoring administration of man projects
and reporting on grant activity. Must have
experience in grants development and/or
administration. Mester's degree with 18
graduate senester hours in an appropriate
field, required. Experience in developing
funding proposals in community college,
funowiedge of sponsored program funding
procedures; fundilarity with funding agencies; excellent writing and coordinating
shills; project management ability desirable. Refer to position \$PA010 and sent

application or resume postmarked by April 10, 1992 to Northern Virgina Community College, Human Resources Office, 4001 Wakefield Chapel Road, Annandale, Virginia 22003, Effective May 16, 1992. FOR AA.

Graphic Design / Printmaking: Assistant Professor of Art, tenure track, starting August 25, 1992. MPA required. A minimum of two years' codese or university level tenching experience required. Credit will be siven for relevant cultural and volundeer experiences. Toach graphic design, printmoking, drawing and printing courses. Maintain the printmaking studio. Send letter of interest, three letters of recommendation, vita, and slides of own and student work to: Karen Kryzako, Chair, Seint Mary's Colless of Minnesota, 700 Terrince Helphito/fox. Winosa, Minnesota, 53087-1399. Review process begins April 15 and continues until position is filled. AA/EOE.

Greek Affairs: Coordinator. Coordinato acitivitica with 55 Greek ofsanizations (1500
mombers); supervise graduate students,
devetop and deliver teaterahip and educational programs, serve as liston to siumal
and national organizations, advise Rush,
Greek Week, Judicial Board, Fraternity
Buyers, and other committees, aci as genered consultant to students and University
administrators on University policies, and

assist in problem resolution. Salary: \$22,035 minimum. Bachelor of Science Despect and two years' experience with student scrivilles. Please send rissume and names and addresses of 3 references to: Elion Phichild, Search Committee Chairperson, Dean of Students Office, 59 Memorial Union, lowa State University. Ames, Jowa S0011 by April 1, 1992.

Health Education: Health Educator, University of Northern Itwa. Position is responsible for developing, implementing and evaluating health education programs. Duties include coordinating substance abuse and sexual abuse prevention programming for University community and preparing and presenting educational programs, classes and staff training workshops on substance abuse, accurate abuse and other health-related issues. Incumbent with on substance abuse, axual abuse and other health-related issues, inclumbent will screen, assess, refer for treatment and coordinate after-acro treatment for students with alcohol/substance abuse problems and cocounsel vicins of sexual abuse regarding the availability of psychological, legal and medical assistance. Bachelor's degree in Health Education, Social Work, Nursins or related field and a minimum of three years' experience in health related occupation required. Measter's degree preferred. Experience working and countings with alcohol and substance abuse dencational programs, support groups and community resources preferred. Demonstrated knowledge of prevention strategies, substance abuse information and chemical dependency as well as ability to develop and administer health education and prevention programming desirable. Position involves full-time tervice during academic year and summer session. Send letter of amplication, frame and telephone numbers of litree references to Jane Slythius, University Health Services, 103 Student Health Center, University of Northern lows, Cedar Falls, Iowa 306144021, Servectag of applications, An Affirmative Action, Bagan Opportunity Educator and Employer, Mingority persons, women, Vietnam-era veterans and disabled persons are encouraged to apply,

Health Education/Curriculum: Director of Sucartional Development. Florida. Position focuses on creating certificate and confunding education programs for physicians month appointment with the programs of physicians. tion focuses on creating certificate and conliming education programs for physicians in medical management. Background in
healthcure (clinical or administrative) curriculum design roquired. Experience with
non-traditional graduate level programs
and computer-assisted learning designed.
Contact: Christine R. Hoes. 14755 Preston
Road, Suite 820. Dallas, Tears 75240. Telephone (214) 386-5070; fax (214) 386-7442.

Health / Physical Education and Head Swim
Coach. Nine month tenure track appointment. Master's degree required, teaching
experience in college and Ph.D. preferred.
Primary teaching responsibilities metude
substance abuse and human behavior, conlemporary health issues, physiology and
health fitness management and elementary
nethods. Responsible for coaching a very
auccessful NAIA Men's and Women's
swim program. Ability to recrult to a
strong academic environment. Advise and
commel students in a strong Liberal Arts
setting. Salary and rank dependent upon
qualifications. Send applications, vita
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recommendations for coaching a very
auccessful Naid and
recommendations for coaching a very
auccessful Naid men's and Women's
swim program. Ability to recrult to a
strong academic environment. Advise and
commel students in a strong Liberal Arts
setting. Salary and rank dependent upon
qualifications. Send application, vita
and
recommendations for applications will be accepted usail the position is filled.
Willamette University is an affirmative action, equal opportunity employer and especially encourages applications from women
and minorities.



ASSISTANT DIRECTOR OF RESIDENCE LIFE THE COLLEGE OF WILLIAM & MARY

William & Mary is seeking an experienced professional to sens a Assistant Director of Residence Life for Administration and direct most of the administrative responsibilities of the department.

Primary responsibilities include:

- Directs all aspects of the room assignment process for 4500 under graduate, graduate, and family residents. This includes market grammer, grammer, and mainly residences. This includes marke-ing, the modification process, billing, coordination with other College agencies, supervision of the office staff, training of student and professional staff, serving as a resource, resolving student
- concerns.

 Responsible for the review/revision of all office publications. Serves as office coordinator for Summer Conference Program.
- Administers summer school program.
- Administers laundly machine contract. Serves as a member of the central office staff.

Qualifications: Seeking an individual with a Master's degree in a related field and significant responsible residence life experience; who has excellenteral and written communications skills; has a high tolerance for ambiguity; and can demonstrate a commitment to service and student development. Candidates with demonstrable administrative experience and computer/desk top publishing literacy are preferred.

Salary Range: \$26,000 to \$30,000 with a full benefits package

Starting Date: http://doi.org/10.1992

Application Process: Send letter of interest, resume, and three letters of reference to:

Fred Fotis Director of Residence Life The College Of William & Mary P.O. Box 8795

Williamsburg, VA 23187-8795
The review of applications will begin April 15, 1992 and the position will emain open until filled. ntatives from William & Mary will be interviewing at NASPA.

Assistant/Associate Director

Kenyon is currently seeking a qualified candidate to join the development team as an Assistant or Associate Director for Capital Funds, with primary responsibility for the direct personal solicitation of major gifts. Of additional importance will be responsibility for the identification, recruitment and training of major gift volunteers. Participation in the ongoing evaluation of and planning for capital projects will also be expected.

Qualifications include a bachelor's degree, preferably from

a small liberal arts college, as well as strong written and oral communication skills. Successful experience in fund raising including capital campaigns or the equivalent in a corporate marketing or sales environment, is highly desirable. A will-

Salary and benefits are competitive and the level of ap-

pointment will depend on prior experience. Please send a cover letter and resume to: J. Thomas Lockard, Director of Capital Funds, Kenyon College, Gambler, Ohio 43022. Review of applications will begin April 15.

An equal opportunity employer, Kenyon encourages appli-

ingness to travel is essential.

for Capital Funds

AA/EOE; Minority candidates are encouraged to apply

OF COLORADO Head Women's Basketball Coach **KENYON COLLEGE** and

nd community agencies.

for NCAA Compliance Western State College of Colorado invites applicants for the position of Head Women's Basketball Coach and Assistant AD for NCAA Compliance. This is a full-time, ten-month position beginning August 1, 1992, which reports to the Director of Athleros. Western State College is a four-year iberal arts institution dedicated to excellence in chiration with a current catollment of approximately 2,500 students and is a member of the Rocky Mounain Athletic Conference and the NCAA-II

Assistant Athletics Director

RULLETIN BOARD: Positions available

Metropolitan State College of Denver

DIRECTOR OF STUDENT ACTIVITIES

Metropolitan State College of Denver (MSCD) announces the following administrative position. Founded in 1963, MSCD is the largest four-year baccaloureate public antitution in the United States. The College places a high value on teaching, learning, and personal interaction with students, and is committed to delivering quality undergraduate education, and to broadening both access and diversing the faculty and administration of MSCD are equally committed to service to the College and the surrounding community.

The College is organized into three Schwids: Business; Letters. Arts and Sciences; and Professional Studies. Located in downtown Denver, the College shares the 171-see campus of the Aurariu Higher Education Center with two other posteer ordary institutions. A full and part-time faculty of 850 offer undergraduate degrees to a diverse and talented student body. Currently, MSCD provides educational approximately 18,000 residents of the greater Denver metropolium area.

netropolitan area.

Dates: The Director of Student Activities reports to the Assistant Vice President for Student Affairs. Responsibilities include: management of a comprehensive student activities program: programming activities in cooperation with the Program Board; Student Government; advisement of student clubs and organizations; supervision of professional and student employees; and development and summatration of the budget for the Office of Student Activities, which includes student travel and club funding. This position serves as a lialson for the campus

and community agencies.

Qualifications: The successful candidate for this position must have at least a Bachelor's degree, with a Master's in Student Personnel preferred; a record of nuccessful development and implementation of major campus events and student leadership programs; a record of successful line management and evaluation of professional and student staff; excellent communication and human relations studies experience in conducting leadership workshops and seminars; a minimum of the years' experience in student activities at a large institution; and a positive record of involvement in student life activities.

This position is a full-time. 12-month administrative appointment beginning on July I; annual renewal. Solary is competitive and commensurate with experience. A detailed position description should be obtained by writing the contact person at the campus address indicated.

Application Procedure: Send letter of application relating the applicant's experience to the duties and requirements of the position, a current resume, and the names, addresses, and telephone numbers of three references to

Metropolitan State College of Deuver

Ms. Yolanda M. Ericksen, Assistant Dean of Student Life
Search Committee Chair
Campus Box 23
P. O. Box 173362
Denver, CO 80217-3362

Official transcripts will be required of finalists only. All application materials must be received by April 22, 1992.

WESTERN STATE COLLEGE

Metropolitan State College of Denver is an Equal Opportunity Employer. as from minorities and women are particularly invited.

Responsibilities: Provide leadership, threet and organize all aspects of the women's basketball program including coaching, recruiting quality student-stilese and fund raising. Duties also include establishing and monitoring a system that will insure the institution's compliance with NCAA legislation Addition may include a part-time teaching assignment.

Requirements: Applicants must have demonstrated the ability to coach and actuit successfully at the colleguate level and have a thorough understanding of NCAA rules. Preference may be given to a candidate that is qualified to being order and academic area. A master's degree is required with a doctorate being order.

The College strongly encourages the applications of women and minorities Companiation: Salary will be commensurate with qualifications and experience.

To Apply: Send letter of application, résumé and at least three currer letters of recommendation by April 20, 1992, to:

Dr. Curt Mallory Director of Athleucs Western State College Gunnison, CO 81231

Late applications will be accepted until the position is filled. Affirmative Action, Equal Opportunity Employer

History: Victing Asalatant Professor. Presting budgetary approval, one-year applications in teach U.S. survey classes between the fact of the professor of the History: European History: Temporary adjunct appointment for 1992-1993 to teach per preferred. Application deadline is April 15, dossier including three letters of recompanient of History. The University of least at Athaton. Box 19529. Arington. History: European History: Temporary adjunct appointment for 1992-1993 to teach junct appointment for 1992-1993 to teach junct appointment of 1992-1993 to teach

São, Dalha, Tears 75240. Telephone: (214)
186-5070; fax (214) 386-7442.

Wishing assistant professor for 1992-1993 to teach a two-semester survey in European seasonsbilly is in world history general Specialization preferred is one or more of man, Burphean Social or intellectual, recommendations to Harry Readmour, Deviation of History, University of Central Picture of History, University of Central Picture

ENGINEERING

FUNDRAISING

COLLEGE DEVELOPMENT OFFICER

ehigh University is seeking a Lenigr University is seeking an experienced Development Officer to coordinate fundralsing and significantly increase industry and government support to the College of Engineering and Applied Science. The College is the 25th largest engineering school in the nation, based on number of faculty (130) and has over 1500 undergraphates. and has over 1500 undergrack and 700 graduate students enrote in six departments.

The Individual hired will specifical be responsible for identifying, culti-vating and soliciting major and special gift prospects in key geo-graphical areas; organizing and developing a volunteer network and advisory board; working dosely with the Dean and faculty to prepare case statements and processe; and case statements and proposals; an related duties as assigned.

Requirements include a Bachelor degree or equivalent, five to seven years of related work experience with a proven record of accomplishment in sales/marketing, lamilarit with engineering, very effective communication/interpersonal skills and strong self-motivation/organi-zational skills along with some prior computer/database experience Some travel/evening & weeken

Qualified applicants should respon with resume and letter of reference to: Mrs. Christine D. Smith Director of Program Develop-ment, LEHIGH UNIVERSITY, Alumni Memorial Building 27, Bethlehem, PA 18015. An equal portunity/affirmative act



NATIONAL CENTER FOR MINORITY SPECIAL EDUCATION RESEARCH AND OUTREACH HAMPTON UNIVERSITY

Research Librarian

Serve as member of the central state of a tederally funded propert (Critice of Special Education Programs, U.S. Department of Education developed to increase participation of Phytorically Black Colleges and Universities and "other numerity institutions" (i.e., those with 25% or greater minority student corollinent) is competing for research, demonstrations, and development grants in special education and related fields.

Outes include coordinating the work of a congressionally-mandated Clearinghouse for reviews of research on minority special education populations, combining computer searches for project statt and participants, and developing and editing a newsletter class obing projected goals and activities.

The rical candidate will have an undergraduate degree in special education, education, or the social sciences, hold a graduate degree in library science, possess knowledge of computer search prix educes, and have expentamiliarity with social science and education data bases. Excellent writing shifts will also be required.

Appointment is on a yearly hasis (subject to continued funding from the Office of Special Education Programs, U.S. Department of Education and is expected to continue to at least December, 1994, The starting salary range is \$27,000 to \$40,000 (12-month basis). Review of applications will begin on May 1, 1992 and will extend until the position is filled.

Applications, including a curriculum vitae, names, addresses, and telephone numbers of three references, should be lowarded to Regnald Jones. Distinguished Protessor and Director, National Center for Minority Special Education Research and Outreach, Department of Psychology, Hampton University, Hampton, VA 23666; telephone 804-727-5301

. Collaborative Outreach Coordinator

Serve as member of the central staff of a federally-funded project (Crinic of Special Education Programs, U.S. Department of Education developed to increase participation of Historically Black Colleges and Conversities and "other minority institutions" (i.e., those with 25% or greater minority student enrollment in competing for research, demonstrations, and development grants in special education and related fields.

The coordinator's major duty will be to develop contractual relationships with the target institutions and to identify the kinds of technical assistance support needed to assist participating faculty in the development of plans and proposals for fundable research, development, and demonstration projects in special education and related

The deal candidate will have had work experience in and possess the ability to work effectively with administrators and faculty in the target institutions; and possess knowledge of Office of Special Cducation funding programs. A Ph.D. or Ed.D. degree in Special Education, Educational Psychology, or a related field will also be required appointment is on a yearly basis (subject to continued funding from the Office of Special Education Programs. U.S. Department of Education) and is expected to continue to at least December, 1994. The starting salary range is \$36,000 (tr.45,000 (12-month basis)). Review of applications will begin on May 1, 1992 and will extend until the restriction in 1894.

Applications, including a curriculum vitae, names, addresses, and telephtone numbers of three references, should be lonvarded to Reginald Jones, Distinguished Professor and Director, Mational Center for Minority Special Education Research and Outreach, Department of Psychology, Hampton University, Hampton, VA 23608; telephone 804-727-5301.

leasurement and Evaluation Specialist

Serve as member of the central staff of a federally-funded project (Office of Special Education Programs, U.S. Department of Education (reveloped to increase participation of Historically Black Colleges and Universities and "other minority institutions" (i.e., those with 25% or greater minority student enrollment) in competing for research, demonstrations, and development grants in special education and related fields.

Duties include providing assistance and consultation to individual projects in the development of evaluation and assessment instruments and plans, and in the development and execution of plans for evaluation of all Center programs and activities.

The ideal candidate will possess a Ph.D. or Ed.D. degree in Psychology, Education, or related field with specialization or experience in educational and/or psychological measurement and evaluation. Appointment is an a yearly basis (subject to continued funding from the Office of Special Education Programs, U.S. Department of Education and is expected to continue to at least December, 1994. The starting salary range is \$16,000 to \$40,000 (12-month basis). Review of applications will begin on May 1, 1992 and will extend until the position is filled.

Applications, including a curriculum vitae, samples of written work, names, addresses, and telephone numbers of three references, should be forwarded to Reginald Jones, Distinguished Protessor and Director, National Center for Minority Special Education Research and Outreach, Department of Psychology. Hampton University, Hampton, VA 23668; telephone 804-727-5301.

/c/cccccoppyccccopecopec/scopecspores

DIRECTOR OF DEVELOPMENT

Exceptional career opportunity in beautiful Detailerd, Wiscondin, campus setting, for self-motivated individual with five or more years' experience and record of success in capital campaigns, fund raising and development, to manage and perform this important function.

St. John's Military Academy, nationally respected college preparatory military boarding school building character and self-discipline in boys for over 100 years, with a large active national and international alumnil group, seeks ambinious and resourceful "hands-on" self-starter to design and implement an ongoing fund-raising program on a national basis. ideal opportunity for successful, achievement-oriented professional to create premier pro-gram.

Reply in confidence with resume and salary requirements. Resumes without salary requirements cannot be considered.

History: Corrected Announcement. Lindeld Colices socks to fill tenure-track position in Asian History beginning September, 1992. Assistant or beginning associate professor. Courses include Asian history with emphasis on Hast Asian suddes, modern Chings, and modern Jepan, and two sections of Western Culture, a soneral education course required of all audonts. Ph.D. required by September, 1992. Preference for Chings of Japanese speciality other Asian Chings and Interiors. The University of Georgia.

Screenina begins April 13. AADAUA.

History: U.S. History I-year position, August 1992, teach U.S. to and since 1877. 12-tour look a pring schedule includes 1 advanced course. Ph.D. preferred. Salery range 524.606.527, 125. Send better of application, centriculum virse, transcripts and 3 current letters of recommendation to current letters of recommendation to Chair, Department of History, Clarkon University, Clarkon University is building a diverse academic community and encomance anthorities, women, Ventum era valerant and persons with disabilities to apply. AAVEOE.

development. University teaching experi-ence, arabuse dearse in relevant field ex-pected, and developing country experience expected, Africa preferred. Send resume to John Hatch, Academy for Educational De-velopment, 1253 2376 Street, Northwest, Washington, D. C. 2007. EOE/MF/H/V.

cultered by September, 1993. Preference see Chinase or Japaness speciality other Asian history fields considered, Teaching experience in the considered of t

A Bulletin Board notice will reach the audience you'want to reachpersons in academe.

Princeton University

Director of Corporate and Foundation Relations

Princeton University seeks an experienced development pro-fessional to direct its Corporate and Foundation Relations Program. The Director manages the University's interactions with corporate and foundation grantmakers and develops pro-posals to meet ongoing capital needs. The Director works closely with the President, Provost, scademic deans, and fac-uity; reports to the Director of Development; and supervises a staff of nine.

The successful candidate must demonstrate a strong commitment to higher education and possess excellent interpersonal, managerial, and writing sicilis. This position requires a backelor's degree, at least three years of corporate and/or foundation fundraining in a college or overeity setting and demonstrated proposal writing experience.

Send letter of application and 2 copies of your resume, by Monday, April 6, 1992 to: Office of Human Resources, Princeton University, Dept. 1088-DJ, Cilo Hall, Princeton,

Equal Opportunity/Affirmative Action Employee

Teach or coordinate all aspects of hospitulity services program; responsible for male-teining public relations with training facilities; administrative duties nertaining to program and other duties as saskened. 30 hour work week. Applicants—send letter of application, résumé, transcripts of college/university work completed and three (1) letters of reference. Reference/former employers will be contacted. Applications that the malled to C. D. Colley. President, TAVS, P. O. Box 143, Tucament, New Mexico 5860: 143, Telephone Inquires should that (305) 461-44 [3. TAVS is an EECO/AA Employer.

industrial Engineerings Two leaver track positions available at North Dakota State University. Rank commensurate with ex-perience. Position requires both teaching

Hospitality Services: instructor for Hospitality Services. Program. Date Available:
May 18, 1992. Salary: \$23,379-\$30,888 (depending upon adulifications). Rank: Vocational instructor (11 month position). Teach or coordinate all aspects of hospitulity services program; responsible for majorisating public relations with training facilities; administrative duttes perianing 10 more combination of the following specialized areas: quality control, reliability, manufacturing processors and other dution as assigned. ized areas: quality control, revability, manufacturing systems, manufacturing systems, cannufacturing systems. One year of industrial, teaching or research experience is preferred. Farso is an excellent 100,000 population congustify where one cas dailoy cultural and recreational opportunities. Minuscois lakes are only one hour sway. Please send fatter of interest and resume to Dr. Allen Henderson, Chalt man, industrial Engineering and Management Department, Morth Dakona State University. Pargo, North Dakona State University. Pargo, North Dakona State University. 1992 or until position is filled. NDSU is an equal opportunity institution.





Mederice College (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984) (1984)

DIRECTOR OF **FACILITIES SERVICES**

This is a senior administrative position reporting to the Vice President for Administrative Services. The Director of Facilities Services is responsible for administering programs to maintain existing University facilities and to develop future facilities. Responsibilities will include:

- Maintenance Services (including custodial and ground)
 Maintenance Services (including custodial and ground)
 Energy Conservation
 Transportation Services (including Motor Pool and Bus Operations)
 Special Events Scheduling and Coordination
 Campus Physical Planning
 Removation, Remodeling and Retrofitting
 Controlled Maintenance
 Capital Construction
 Long Range Construction Coals (including opera units there)

- Long Range Construction Goals (including space utilization)

The Department of Facilities Services has approximately 300 regular, full time employees and many student hourly employees. The department has an operating budget in excess of \$17 million including the utility budget for the campus. The campus has approximately 4,500,000 gross square feet of academic, administrative and research facilities.

dernic, administrative and research facilities.

Minimum Qualifications: Bachelor's Degree in Business. Engineering or a closely related field. Appropriate management/supervisory experience. Appropriate administrative experience, preferably in higher education. Apprecation and understanding of the aims and support service requirements of a land-grant university. Ability to translate these into strategic facilities services objectives and to implement same. Commitment to customer focus, learn work, employee empowerment and ethnic/gender diversity as key guiding principles. Ability to develop productive relationships with all clients, both internal and external to the university community. Ability to communicate effectively both orally and in writing.

Preferred Qualifications: Advanced degree. Took vector of several degrees of the productive.

Preferred Qualifications: Advanced degree. Track record of successfully managing a large complex organization similar to the Facilities Services Department described.

The University is looking for a talented manager who can successfully lead a large, complex, diverse organization and work as a team member with the four other professional directors who report to the Vice President for Administrative Services. These are the Assistant Vice President for Business and Finance, Chief of University Police, Director of Environmental Health Services, and the Director of Human Resource Services. Candidates should include in letters of application an explanation of any experience which would demonstrate this ability.

Salary will be commensurate with candidate's credentials. Starting date is July 1, 1992.

Applications and nominations must be postmarked no leter than April 1, 1992. Women and minorities are encouraged to apply. Applications must include a letter of application, résumé, and names, addresses and phone numbers of at least three references. Nominations and applications should be sent to:

Mollie Smille, Assistant Vice President
Business and Financial Services
Chair, Director of Facilities Services Search Committee
Colorado State University
202E Johnson Hall
Fort Collins, Colorado 80523
Fax (303) 491-2253

Colorado State University is an Equal Employment Opportunity, Atlamative Action employer, EEO/AA Office: 21 Spruce Hall, Colorado State University, Fort Collins, Colorado 80523.

DIRECTOR

THE ADIRONDACK MUSEUM

The Adirondack Museum, a regional museum of history and art, is nationally acclaimed for its exhibits on life, work, and leisure in the magnificent Adirondack region of upstate New York. Rearly 100,000 people visit its 22 exhibit buildings annually between Memorial Day and mid-October.

The Museum seeks a new Director to provide strategic, organizational and professional leadership; to oversee curatorial and educational activities; to manage staff (27 year-round and 45 seasonal) and budget (approximately \$2.5 million); and to help broaden the institution's base of financial support.

Requires advanced training in one or more of the Museum's scholarly areas; senior level museum experience; demonstrated planning, administrative, and managerial abilities; skills in communications, fund raising, and public outreach. The position reports to a Board of Trustees and is located in Blue Mountain Lake, RY, a small community (winter population: 150) two hours north of Albany.

Contact: K. A. Wilcoxy Isaacson, Millier, Inc.; 105 Chauncy St., Boston, MA 02111; 617-423-5566.

industrial Hysiene: Industrial Hygiene Engineer. To perform Hazard Analysis, Air Contaminant Survey, Ventilerion Survey, Moles Survey, Hazard Analysis, Air Contaminant Survey, Ventilerion Survey, Moles Survey, Hazardous Waste Management, Environmental Assessments, Asbestos Management and Consultation, Indoor Air Owelling Investigations, Underground Storage Tank Investigation, Radoo Remediation and Teating, Air Monitoring, Air Fermit Preparation, Hazard Communication Tringing, Lockoul/Ragout Training, OSHA Congliance Survey. Bachelor of Science in Chemical/Salety Engineering, Completion of NIOSH 582 or equivalent, secredited inspector under AHERA (TSCA Title III, and 6 monital environmental consulting seprenses are the minimum requirements. 40 hours/week, 328,500 per year. Send resumes to Ms. J. Caston, Missouri 160 Service, 95 Wastington, St. Louis, Missouri 63101. Refer to Job Order Number 346599, Raspondents must presently be eligible for persanont employment in the U.S. An Employer paid so

Director of Education HARBOR BRANCH OCEANOGRAPHIC INSTITUTION

With the completion of the new J. Seward Johnson Marine Education and Conference Center, H8Ol seeks an experienced educator to organize and direct educational programs at the undergraduate, graduate and postdoctoral levels and to oversee the use of the facility for professional conferences. The candidate should have a l'h.D. In science or engineering, experience as a university teacher in the marine sciences or related fields, and experience as a university teacher in the marine sciences or related fields. experience as a university teacher in the marine sciences or related fields, and experience as an educational administrator. The director, who answers to the managing director of the institution, will be responsible for building and strengthening formal affiliations with major universities, organizing a year-round program of courses and conferences, recruiting students and postdocs, generating external funds for new and existing programs, and supervising a small staff, which will include an individual directly responsible for conferences. Although the director is expected to focus on university and postdoctoral programs, he or she may also seek funding for outreach programs involving younger students and for the training of science teachers.

The education program is housed in a new 21,000 square foot building with a 350 seat auditorium, state-of-the-art video and projection facilities, satellite uplink/downlink capabilities, modern teaching laboratories, class-rooms, wet laboratories, bookstore and administrative offices. Harbor Branch has offered postdoctoral fellowships and undergraduate internships in the marine sciences for the past 20 years and initiated a summer teaching program for graduate students in 1990. The not-for-profit institution, founded in 1972, operates ocean-going ships and submersibles and supports research programs in aquaculture, ocean engineering, biomedical marine research, coastal sciences, oceanography, and environmental sciences.

Submit complete curriculum vitae and names, addresses and telephone numbers of at least three referees by April 15, to:

Dr. Craig M. Young, Search Committee Chair Harbor Branch Oceanographic Institution, Inc. 5600 Old Dixle Hwy., Ft. Pierce, FL 34946 Harbor Branch Oceanographic institution inc. is an equal opportunity and

MUSIC LIBRARIAN

RESPONSIBILITIES: Provides collection development and fund management for a growing music collection; provides reference and bibliographic instruction for music; and serves as lipison to the Shepherd School of Music. This position reports to the Head of the Satellite Collections Department and is one of two professional positions in the Brown Fine Arts Library, which also includes one clerical position and twelve student assistants.

QUALIFICATIONS: An ALA-accredited MLS and an undergraduate de-gree in music are required. Also required are evidence of excellent organizational and written/oral communication skills: working knowledge of at least one western European language, preferably German; documented record of strong interpersonal skills; and initiative. Though not required, the following qualifications are preferred: grad-uate degree in Music; professional library experience with music in efther reference or collection development; experience with automat-ed library systems.

SALARY: Salary is commensurate with experience, minimum \$25,000; competitive benefits; no state or local income tax. APPLICATION: A letter of application, résumé, and the names, titles, addresses, and telephone numbers of three references should be sent

Peme Hyman
Assistant University Librarian for Special Services
Fondren Library
Rice University
P. O. Box 1892

Houston, TX 77251-1892

Applications received by April 1, 1992 will receive first consideration; position will remain open until filled. Rice University is an Affirmative Action, Equal Opportunity Employer

ievel to stari August 25, 1992. First year duties include half-time teaching of international business courses and half-time administrative duties to include program development of program reveiled to the state of the state of program development of the state of program development have been completed. Duties include advising students and committee work Ph.D. degree in business and ministration preferred. M.B.A. degree or equivalent required; international business and teaching experience preferred (TA acceptable). Send application, résumé and references to: Dr. Leon Scott, Agademic Dean, Tolkyo Westmar University. Lobdars, lowe 51031. Review of applications to besin March 23, 1992 and continue until the position is filled. AA/EOH.

ability to meet deadlines, computer literacy. Journalism experience and Japanese
lacauses a dus. Send returne to Japan Society Inc., Personnel Department, J33 Bast
47th Street, New York, New York 10017.

Journalism: Purt-time teaching opportunities. Journalism Department, California
State University. Northridge has possible
pert-time openings to reporting, ediling,
graphics, photography, public relations,
broadcast news, law and mass communication. Send application, current résumé and
three relerences to Journalism, CSIN,
Northridge, Cellfornia 91330 by May 1,
19923. CSUN is an Equid Opportunity, Affirmative Action, Title IX and Sections 503
and 304 (handicapped) employer.

and 30d (handicanped) employer.

Laws The University of Auckland, New Zealand, A Lectureahlp/Senior Lectureahlp/A senior Lectureahlp/Senior Lectureahlp/A senior Lectureahlp/Senior Lect

superior academic publications, and be capable of assuming an academic and administrative leadership role in the Law School. An appointer as an Associate Professor at Auckland should be of sufficient standing to be appointable to a chulr, were one available in that candidate? a ser of expertise. The faculty has particular needs in copporately commercial law in evidence and one available in that candidate's area of expertise. The faculty has particular needs in
corporate/commercial jaw; in evidence and
civil procedure; and in Marri legal studies.
However, the position is an orea one and it
is camplasized that applications from candidates in all subject areas will receive careful consideration. The primary criterion is
the academic quality of this particular applicant. The University would particularly
welcome applications by women. Commonictus salary will be established within
the following ranges: Lecturer: \$NZ37,440\$NZ49,688; Seafor Lecturer: \$NZ37,440\$NZ49,688; Seafor Lecturer: \$NZ37,640\$NZ49,688; Seafor Lecturer: \$NZ52,000\$NZ50,944; Associate Professor:
\$NZ50,960-\$NZ50,920, Conditions of Appointment and Method of Application are
available from the Assistant Registrar, Acsecult Appointments, University of Auckland, Private Bag, Auckland, to whom appications abould be forparated by 11 Mar-

mind, Frivate Issa, Auckiand, to whom ap-phications should be forn-aried by 11 May 1992. Please quote the relevant Vacancy Number, UAC 122 or UAC 123 in all cor-respondence. The University of Auckiand, An Equal Employment Opporunity Em-ployer. ployer,

Ubrarya Coordinator of Special Collections/Assistant Reference Librarian, Major responsibilities: The position has responsibilities in both the Special Collections and Reference Departments. Special Collections and Reference Departments. Special Collections duties include: organizing the acquisition, processing, access, and preservation for archives, records, rare books, maniscripts, maps, and prints. The special collections relate to the bistory of the College of Charleston, South Carolina history, and untural history (emphasis on ornithology). Obserdudes uteles usclude supervision of the College archivint and liaigon for collection development to the academic departments. Reference duties include: instruction and reference desis assistance. Requirements: Al.A-accredited M.S. ooe year's professional experience in special collections or reference; reading knowledge of one foreign language. It-mooth permanent appointment, tenture-bruck, with faculty, statius and responsibility for meeting College of Charleston requirements for promotion and tenture. Salary minimum: \$25,000. Ap-



VIRGINIA COMMONWEALTH UNIVERSITY

ASSISTANT DIRECTOR - RECREATIONAL SPORTS FACILITY MANAGEMENT / INFORMAL RECREATION

Responsible for the overall daily operation and management of the Cary Street Recreation Complex indoor facilities, informal recreation program and recreational swimming. Qualifications: Required: Master's degree, two year full-time experience in recreation facility management and/or programing excellent written and oral communication skills; and demonstrated supervisory experience. Preferred: Master's degree in recreation, physical education or related fluid; good organizational skills; experience in a college or university setting; experience working in a culturally diverse sating. Destrable, experience and skills in operating an IBM-PC; NIRSA Recreational Sports Specialist Certification.

ASSISTANT DIRECTOR - RECREATIONAL SPORTS INTRAMURAL SPORTS / SPECIAL EVENTS (ANTICIPATED POSITION - PENDING APPROVAL)

Responsible for the administration and management of the men's, women's, and co-recreational intramural programs on the MCV (Health Sciences) campus, coordinates special events for both campuses and works with other professional staff in the overall management and delivery of recreational envices. Qualifications: Required: Master's degree; two years full-time professional experience in the organization, administration and supervision of internual sports programs or related sports programming; excellent written and oral communication skills. Preferred: Master's degree in recreation, physical education or related field; demonstrated supervisory and organizational stiffs experience in working in a culturally diverse setting. Desired: NIRSA Recreational Sports Specialist Certification; experience and skills in operating an IBM-PC and/or Macintosh.

POSITIONS: Both positions are full-time, twelve-month administrative faculty appointments available July 1, 1992. Complete job descriptions and qualifications will be sent upon request. SALARY: Commensurate with experience TO APPLY: Send a letter of application specifying the position(s) for which you are applying, résumé and names of three references by April 18, 1992 to:

Search Committee, c/o Susan Ivie Recreational Sporis Virginia Commonwealth University P. O. Box 2029 Richmond, Virginia 23284-2029

VCU IS AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER WOMEN AND MINORITIES ARE ENCOURAGED TO APPLY.

Supervisory Librarian (Head, Collection Support Section) GS-14, \$ 54,607 - \$ 70,987 Vacancy Announcement # 20945

Responsibilities include planning and directing collection development in the Humanities and Social Science Division and all activities of the staff in the Collection Support

One year of specialized experience in librarianship at the GS-13 level in the Federal service or at a comparable level of difficulty outside the Federal service is required, as well as proven administrative and supervisory ability. A Manter's degree in Library Science is also required, but may be substituted with a linchelm's degree or 3 years of related experience demonstrating equivalent knowledge, plus 2 years of specialized experience in collection development librarianship.

For further information concerning application procedures and qualification requirements call (202) 707-5677 or write: The Library of Congress, Fluman Resources Operations Office, 101 Independence Avenue, James Madison Memorial Bidg., Room 1.M-107, Washington, D.C. 20540. Application decidine is April 6, 1992. The Library. Congress is an Equal Opportunity Employer.



THE LIBRARY OF CONGRESS

ply with resume and names of three references by May 30, 1992 to: David J. Cohen. Dean of Libraries and Special Collections, Robert Scott Small Library, 6 George Street, College of Charleston, Charleston. South Carolina 26426.

Employer. We discussed classes.

Library: Librarian II or III (PRO.12).
Head, Document Delivery Unit, System and Access Services Division, Adminism the unit that provides interlibrary leading and borrowing and faculty photodules ilon services for all disciplines. Supervised 6.5 FTF; clerical safet members. Reposite 10 for student budget of over \$90,000 and unit accounts with an annual income of over \$75,000. Required: ALA secretical and accounts with an annual income of over \$75,000. Required: ALA secretical and acceptance with online systems includes experience with online systems includes experience with fiscal barries and experience and experience with isochery logical and annual supervision sections of the process of the secretical sections. Seed resulting the section of the secretical sections of the secretical sections. Systems and Access Services, sink-san State University Libraries. Earl Lessing, Michigan 4824-1048.



Georgetown University Law Center

DIRECTOR OF STUDENT SERVICES

New Position

Georgetown University Law Center is seeking a Director of Student Services. Located a few blocks from the U.S. Capitol, the Law Center attracts students from more than 250 colleges and universities including many foreign institutions. One of the largest law schools in the country, our community is both culturally and racially diverse, with substantial evening and graduate programs.

BULLETIN BOARD: Positions available

The Office of Student Services is responsible for promoting an environ-ment that creates a sense of community among the diverse groups repre-sented in the Law Center student body, staff and faculty. Its programs and services are to enhance the academic mission of the Law Center by pro-yding opportunities for leadership development and creative intellectual

growth.

The Director reports to the Law Center's Assistant Dean for the J.D. Program and is responsible for a variety of duties including: development, coordination and implementation of the Law Center's student activity program; supervision and budget administration for Office of Student Services; oversight responsibility for the Office of Student Health; advising 50 student organizations. Peer Advisor program; selecting, training, supervising and evaluating staff and student employees; organizing events and programs including new student orientation and curriculum fair; astisting with recruitment efforts for new students; coordinating student conducted tours of campus for applicants; and maintaining and developing a comprehensive housing program.

The position requires a Master's degree in Student Personnel. Higher Education or related field. Ph.D. preferred. Minimum seven years of full-time student affairs management and supervisory experience. Experience with student housing preferred. This is a non-teaching academic appointment with initial contract for one year. Salary negotiable depending upon experience. Competitive benefits package including tuition benefits.

Résumé, salary requirement and references should be sent no later than Assistant Dean Everett Bellamy Georgetown University Law Center 600 New Jersey Ave. NW Washington, DC 2000 I

Georgetown University is an Affirmative Action, Equal Opportunity Employer

THE SCHOOL OF EDUCATION at the UNIVERSITY OF NORTH CAROLINA AT CHAPEL HILL is seeking a

DIRECTOR OF TEACHER EDUCATION PROGRAMS

The Director will report to the Dean of the School of Education and have overall responsibility for directing and evaluating all undergraduate and graduate teacher education programs. The Director will chair the School's Professional Education Committee, teach and conduct research in teaching and learning, and be a member of the Dean's Leadership Team. This is a tenure-track faculty appointment at the associate or full professor level contingent upon applicant's experience and background. Salary is competitive. Appointment proferred by Julyy, 1992.

The School of Education is in the huminism of the profile and professor by the continued professor in the professor in the standard of Education is in the huminism of the profile and the profile

Appointment preferred by July, 1992.

The School of Education is in the beginning stages of significant restructuring in teacher education which will include strong linkages with focal schools, departments in the College of Arts and Sciences, and with other degree programs in the School of Education. The School of Education offers graduate programs at the master's and strictoral levels in counselor calucation, educational leadership and policy studies, educational psychology, school psychology, social foundations, curriculum and instruction, and special education. The School is searching for a bold and creative educational leader with both intellectual and physical energy and a strong desire to redesign teacher education programs with the full support of faculty and administration.

Nominations and applications for the position should be mailed to the Search Committee Chair by April 3, 1992.



Dr. David L. Clark, Professor of Education Search Committee for the
Director of Teacher Education Programs
CB #3500, 101 Peabody Hall
The University of North Carolina at Chapel Hill
Chapel Hill, NC 27599-3500

The University of North Carolina at Chapel Hill is an Equal Opportunity,
Affirmative Action Employer.

Brary: Network Coordinator. The Metro Boston Library Network, serving the communities of Boston, Brookline, Cambridge, Chekea, Lexington, Malden, and Newton, Massachusetts, seeks an automation specialist to supervise the network's operations, plan for fature development, and saye as the liaison between the central ake staff and the seven member tibraries. Requires ALA accredited MLS, five years professional experience, knowledge of sudomard systems and their use in libraries. monance experience, knowledge of a monance experience, knowledge of the 19BA experience desirables, petwork 19BA experience desirables, petwork per 19BA experience desirables, petwork substance, excellent supervisory skills, effective communication skills, and the shaliny to work well under gressme and to meet inflexible deadlines. Stary: 33, 213-251, 352 pcts benefits. Deadline: April 17, 1992. Send applications to MBLN Search Committee, c/o Mr. Liam Kelly, Associate Director, Boston Public Library, 688 Boyston Street, Boston, Massachusetts 02 17.

sectiments 02/17.

Ubrary: Head of Cataloging Unit, Trinity Colage Library. Organizes, directs. and the work of the Cataloging Unit, correctly 1 professional and 2 para-professionals. Works with AACR2 and LC classification in OCLC, and in a NOTIS-based submisted system, in a CTW Consortium Colege. Performs original crateging to all applicable MARC formats, and rare book and special collections cataloging. Organized designs and special collections cataloging. Organized designs of the collection of the collection

thorough knowledge of AACR2, LC classification, and several MARC formats; shill-ty to combine accuracy with efficiency; proven interpersonal skills. Proferred: broad liberal arts background; working knowledge of two or more European languages; bibliographical knowledge of additional languages. Normal starting salary range up to \$22,000, depending upon qualifications and experience. Review of applications will begin on April 13, 1992. Please send letter of amplication, resume, and the cations will begin on April 37, 1992, I read the names, addresses and phose numbers of three professional references to: Dr. Stephen Peterson, College Librarian, Trinity College, 300 Summit Street, Hanford, Connecticut 06106. AA/EEO.

Library: Public Services Librarian. Minimum \$22,000; Master's deared from an ALA accredited library program; strong demonstrated interest in Reference and bibliographic instruction; good interpersonal skills; excellent oral and written communication akills required. Prefer subject master's academic library experience, knowledge of OCLC/PRISM, inter-library loan; experience with computer-based reference services. Participation in general reference services, including deck service, night and weekend rotation: bibliographic instruction, ordine and CD-ROM database sourching; supervision of inter-library loan service; participation in collection development in reference collection and assigned disciplines. Send letter of application, frammers, but Ross State University, Box C-13, Alpino, Texas 78312; 1915 1917-8038. Review of applications will begin immediately and continue until the position is filled. EEC/AAE.

THE AMERICAN LINIVERSITY

Educational Director

The Office of Continuing Studies is seaking applications for an Educational Director-Return to School Programs. Responsibilities Includes developing and directing programs for adults completing undergraduate degrees, community outreach, programs for minorities and supervises a staff of six. Ph.D. or Ed.D required. The ideal osndidate will have experience in a baccalaureate granting inatitution that includes leaching and counseling adult students, experimental learning programs. and costnessing authorized as perimental learning programs, programs that serve low income and historically under represented populations and supervising staff Satary in the low 40's. Application deadline is March 27, 1992. The American University offers excellent benefits including tuition remission and a generous ratherner plan. To apply, send resume to: The American University, P.O. Box 281, Esgle Station, Washington, D.O. 20016-8085. An EEO/AA University.

Director of Network & Systems Support

Leading provider of high-performance, networked information retrieval systems to universities and medical centers is adding new, sendical centers is adding new, sendical centers is adding a tree existing departments: Network installation & Support, Systems Building, and Customer Support.

Qualifications: detailed technical knowledge of DOS, Macintosh and UNIX systems, including Novell networks and integration of PC networks with VAX and mainframes; excellent managerial skills; experience with customer support. Knowledge of UNIX hardware is particularly important. Experience with CD-ROM is a plus. Fax resumé

and cover letter to: 212-563-3784, attn: Bart Rubenstein

DIRECTOR OF ADMISSIONS DIRECTOR OF HOUSING

With over a century of excellence in education, research, and service, the Georgia Institute of Technology is evolving to meet society's changing needs. Georgia Tech, located in Atlanta (site of the 1936 Centennial Summer Olympic Games), has more than 12,000 students from 80 different countries. The institute enrolls the highest percentage of National Merit Scholars and the third highest percentage of National Achievement Scholars among entering freshmen in publicly supported U.S. institutions. We are seaking two dynamic professionals for the following positions in the new division of Student

DIRECTOR OF ADMISSIONS

The Director of Admissions is responsible for developing and managing all external strategies and activities designed to achieve the institute's ambitious goals of significantly increasing by 1996 the number of women, African/Americans, and Hispanic students Areas of responsibility include high school and community college relations; personal communication strategies with Georgia Tech's target markets, volunteer networks and resources including alumni, parents and present students; off-campus special events related to recruiling and marketing, and campus visitation programs and systems. The position reports to the Associate Vice President for Marketing and Enrollment Servicos.

The successful candidate will demonstrate a proven record of successfully managing people and developing and implementing effective systems, proferably in the Admissions or Enrollment Office of a major university. Candidate should have extensive knowledge of modern enrollment management, marketing, recruiting, and admissions theory and techniques. The Director serves as a member of a dynamic Enrollment Management team and must possess a collegial leadership style that is both goal-and-team oriented. A minimum of 5 years admission-related experience is required, along with a Master's degree with a preference for Doctoral degree or equivalent. Application deadline is April 15, 1992 with the position commencing on or before July 1, 1992.

DIRECTOR OF HOUSING

The Director of Housing provides aducational and administrative leadership for a comprehensive, student-centered housing and residence life program. As Georgia Tach propares for its role as The Olympic Village in 1996, the residence hall system will expand from 4,500 to 9,000 beds by July 1, 1995. The Director must possess exceptional leadership and managerial skills, a sound understanding of strategic and fiscal planning, facility development skills, and a commitment to broad-based student participation in governance. The residence hall system is currently undergoing dramatic changes focused on creating effective student support systems and integrating academic and aducational experiences throughout the system. A thorough knowledge of group and community development strategies is absolutely essential, as is willingness to work cooperatively with academic colleagues. Minimum qualifications include 7 years of progressive teadership experience in a comprehensive housing program, and a Master's degree with a Doctorate preferred. Application doadline is April 15, 1992 with the position commencing on or before July 1, 1992.

Georgia Tech offers competitive salaries along with an outstanding benefits package. Salaries are commensurate with education and experience. For consideration send your resume and salary

Dr. Charles Schroeder Vice President for Student Services, Code CHE-74 Georgia institute of Technology Atjants, GA 30332-0285

AN EQUAL EDUCATION EMPLOYMENT OPPORTUNITY INSTITUTION

Georgia Tech

PRINCETON DAY SCHOOL Jr. K-12

rinceton Day School openings for the following positions: Director of Development Director of College Placeme Send cover letter, résumé, list three or four references (please include phone numbers) to:

Duncan W. Alling Headmaster Princeton Day School P. O. Bux 75 - The Great Road Princeton, NJ 08542 An equal opportunity employer

Library: Cataloging Head. Position available July 1, 1992. The library of the Milton S. Hørshey Medical Center, College of Medicine of the Pennsylvania State University is seeking a Head of Cataloging. This position is responsible for the organization, classification, processing and maintenance of the library's collection of books. zation, classification, processing sing times tenance of the library's collection of books, serials and non-print materials using AACR2, NLM classification, LC classification, and MESH; use of OCLC and DRA abstred automated system with other Pennsylvania medical school librarios. Reports to Library Director. Supervises 2 full-time assistants as well as some part-time assistants. Parlicipates in library's instructional programs as well as opportunity for occational mubic. Service work. Required stonal mubic.

Library: Coordinator of Electronic Reference Servica, James Madisoa University's Carrier Library is seeking a Coordinator of Electropic Reference Services. The University is a publicly-supported Institution offering primarily endograduate programs (epodiment approximation 11.50m.) University is a publicly-supported funditu-tion offering primarily undergraduate pro-grams (enrollment approximately 11,300 FTE). Located in Virginia's Sheenandeah Valley, JMU is considered one of the out-standing schools in the region and expires standing schools in the jugar and against to be one of the best public undergranduate institutions in the nation. Responsibilities: manage electronic reference services including online, CD-ROM, and network resources; reference, including evenings and weekengt; collection development, online searching, and library instruction for selected beleen departments in the social sciences and/or health sciences. Qualifications: ALA-accredited MLS; ability to work cooperatively with faculty, students, and colleagues; ability to communicate effective to the second search of the second search of the second search of the second search of the search of tional public service work accounts to ALA-accretized MLS. Preference given to candidates with automated cataloguage experience in health actences or related setting. Qualities acought inched excellent interpersonal and communication skills. Faculty status. Evidence of potential for future promotion and tenure will be considered. Salary reage: \$30,000-\$36,000. We offer competitive benefit package, including the State related or TAA/REF referenced. State related or TAA/REF referenced, programs. Applications taken until position is filled. Send letter of application, résume

Coverage of breaking news that affects higher education — from state capitals, academic conferences, and campuses throughout the country and the world —

every week in The Chronicle.

University of Houston System DIRECTOR, FINANCIAL ACCOUNTING

The University of Houston System is seeking a Director, Financial Accounting, which reports to the Associate Vice Chancellor/Controller. Primary responsibilities include: formulating accounting policies and procedures that conform with established standards of accounting principles and practice, and that adhere to federel and state statutes and regulations and to institutional policies; directing the activities of the financial accounting managers in the areas of cost center, research, reconciliation, and general accounting; and directing the creation and maintenance of accounting procedure manuels. Qualification requirements include CPA certification and/or advenced degree in business administration; management experience, demonstrated experience in computerized environment; and strong written and verbal communication skills. Send resume to:

Ms. Linde Bright Associate Vice Chancellor/Controller University of Houston Systom Houston, Texas 77204-5883

AN EQUAL OPPORTUNITY, APPIRMATIVE ACTION EMPLOYER

fectively both orally and in writing; strong commitment to public service; reference apperience, preferably in an academic library; significant experience with and entusinam for the development of computer-based reference services; evidence of shifty to provide effective course-related library instruction; potential to meet the roughrements of a benuro-track faculty poi-tion. Undergraduate or graduate degree in the Research Assistant Professor level, and requires a master's degree from any requirements of actuary rick tacking polirica. Undergradustic or graduate degree in
the social elemence or health acteaces preforred. Benefits and salary: 12-month tenure track appointment with faculty rank; 20
days 'paid vacation plus University holidays and paid Blue Cross/Blue Saled
health insurance; several retirement options including TIAA/CREF and the Virgains Retirement System, with the University making the full contribution; salary is
\$28,000 or higher depending on qualifications. The position will be available July 1,
1992 and will irrandin open until filled. Applications will be reviewed April 20, 1992.
Send arpilication letter and résumé plus the
namos and phone numbers of three references to Sandy Masheld. Reference Library, James Madison University, Harrisonburg, Virnina 2807, James Medison
University is an Affirmative Action, Equal
Opportunity Employer.

University Technical Services/Special Colleg-

Library: Technical Services/Special Collections Librarian, The Medical Library is seeking a creative and loaovative professional, who is challenged by both the past and the fluttre, to coordinate the development of Special Collections in a fully automated environment (Library Information System). This person is responsible for cataloging Special Collections materials, pro-

in the Research Assistant Professor levelyand requires a master's degree from an
ALA accredited program, good written and
oral communication skills, orfining experience, and a working knowledge
of AACR2 and the OCLC catalogies subsystem. Preferred qualifications include
previous special collections experience and
cataloging experience with NLM classification and McSH subject headings. Experience with an integrated library system and
skill in foreign languages are also a plus.
Salary is \$25,000 (malmum) for a 12-month
appointment (available July 1, 1992). The
School of Medicine, located in the illinoisystate capital of Springfield, is countally 16cated between Chicago and St. Louis. The
school offers on excellent boundits prekage,
including generous help with moving expenses. Applications received by April 15,
1992, will receive first consideration. Apply with a resume and names and addresses
of three references to: Connet Poole, Chair,
Search Committee, Medical Liporary,
School of Medicine, Southern Illiporary,
school of Medicine,

information Systems: Kansas State Univer-sity is recruiting for a Management infor-mation Specialist for Business Systems in its Office of Administrative Systems, Re-spousibilities include providing profession-

al leadership in systems development for Financial Administration and Human Resource Management Systems operating in an IBM mainframe IDMS distabase environment. France projects include implementation of information Associates and custom applications software using MVS-XA, COBOL II, IDMS, and FOCUS, Consideration is being siven to use of DB2. Requirements include at least five years experience in related technical and applications experience with knowledge of software development ingithodolates, programming techniques, CASE, and mulect management. A bachelor's degree in an appropriate discipline is required; master's preferred. Starting salary range: 339.000-342.000 with good benefits. Please send a letter of application, professional references to: John W. Streeler, Director, Office of Administrative Systems, 21 Anderson Hall, KSU, Manhattan, Kansas 6616-6103. Applications must be postmarked on or before April 1, 1992. KSU is an AA/EBO Employor, Women and minorities are encouraged to apply.

Library: Librarian: Acquisitions, responsi-ble for materials ordering and processing; selection of jobbers; maintaining fiscal re-cords of both state and foundation acquisi-tion lund; supervision of one clorical and two-three student assistants, ALA accred-

STUDENT LIFE COORDINATORS (Two Positions)



CARLETON COLLEGE

Carleton College's Student Life Coordinators are entry-level professional positions with two components: residential life (one-quarter) and a primary assignment in the student affairs division (three-quarters). As members of the Student Development Group, coordinators are a part of the residential life, counseling and campus activities offices.

Residential Life Co-Assignment responsibilities include: act as a residence hall director in coed building of 100-200; select, train and supervise hall staff; chair one or more of the Residential Life Committees; work closely with Deans (11-month appointment).

Student Activities Coordinator major assignments: advise programming board and serve as a resource to student organizations; assist Director with development and implementation of leadership training programs for student organizations; plan New Student Week. Homecoming, Parents' Weekend, and Commencement; supervise entertainment and operation of campus pub (11-month appointment).

liousing Coordinator major assignments: carry out administrative tasks for 1.500 residents in nine residence halls and 2.4 houses; administer key system, toom condition inventory, fire safety, and maintenance requests; regularly inspect all residential buildings; coordinate room assignments and changes; supervise House Managers and vacation housing (11-month appointment).

Qualifications: experience in residential life and major assignment area; ability to work effectively with diverse student body at a national, selective, residential liberal arts college. Strong interpersonal and organizational skills are essential, sense of humor and tolerance for ambiguity helpful. MS/MA strongly preferred.

Carteton College is a highly selective, coeducational, residential, non-sec-tarian liberal arts college with 1.850 students and approximately 200 faculty, located 45 south of Minneapolis and St. Paul. Applicants should submit a résumé and letter of application to:

Office of Residential Life Caricton College One North College Street Northfield, MN 55057

Applications should be received by April 3, 1992. Competitive salary, full benefits, furnished apartment (12 months) and board. Starting date: August 1, 1992.

Carleton College is an Affirmative Action, Equal Opportunity Employer.

SOUTHEAST MISSOURI STATE UNIVERSITY DIRECTOR OF EXTENDED LEARNING

Graduate Studies and Extended Learning

The responsibilities, in brief, include managing a growing system of distance education delivery including study-abroad programs. Postition available August 15, 1992. QUALIFICATIONS: Doctorate in Higher Education Administration or Adult Learning, experience in off-campus programsing and study abroad. Preferred qualifications include a record of success in the sequisition of external funding, experience in developing programs to serve the continuing education needs of husiness and industry, and experience with alternative delivery systems for distance education. The successful applicant must demonstrate an understanding of and strong commitment to a service orientation and cultural diversity. MINIMUM AVAILABLE COMPENSATION: commensurate with experience and credentials. In addition, the University provides an excellent base benefits program including leaves and insurances. APPLICATION DEADLINE, May 1, 1992, or until the position is filled. To apply, send letter of application, cures to the Director of Personnel Services, Southeast Missouri State University, One University Plaza, Cape Cirardeau, MO 63701.

AN EQUAL OPPORTUNITY Mag.

AN EQUAL OPPORTUNITY, M/F, AFFIRMATIVE ACTION EMPLOYER

t ibrary. Humanides Principal Bibilographer. The lowa Sinto University I ibrary seeks an experienced bibliographics, at the runk of Assistant Professor or blainer of the perindent of Assistant Professor or blainer of the perindent of the Collection development program in the humanities, Reports to the Head of the Collection Development perindent Development Department Development Development Department of the Collection Development Department and English Insulary and Internatives, foreign bibliography, history of griphic Development in a malor academic Brary. Business and English to Development Development Development in a malor academic Brary. Business and English to Development Development in a malor academic Brary. Business and English to Development in a malor academic Brary. Business and English to Development Development in a malor academic Brary. Business and English to Development Development in a malor academic Brary English to Development in a malor academic Brary English May 1912. Submit letter of applications a

DIRECTOR

Second Language Teaching and Curriculum Center

Associate Specialist (S-4). Position Number #83003S. Office of the Dean, College of Languages, Linguistics & Literature, full-time. II-month, General funds, non-lenurable, to begin July 1, 1992 or as soon thereafter as possible. Annual renewal dependent on satisfactory performance, need and availability of funds. Duties: Serve as Director of the Second Language Teaching and Curriculum Center (SLTCC) of the College. The Center provides curriculum development services and expertise to language departments, assists in faculty development by facilitating ongoing faculty education, promotes faculty research and aids taculty in grant applications, and provides liaison between the College and Hawaii schools. The Director, under the guidance of the SLTCC Advisory Committee, is responsible for developing and carrying out plans to implement SLTCC goals. The Director also aids in the administration of the National Foreign Language Resource Center. Minimum Qualifications: Ph.D. or Ed.D. in foreign language education, linguistics, applied linguistics, toreign language acquisition research, or educational administration with reference to languages; evident of scholarly publication and conference presentations; university-level teaching experience; foreign language leaching research and methodology; demonstrated expertise in language teaching, especially performance-based testing; experience in grants application and administration. Destrable Qualifications: Materials development experience for the less commondy laught languages; experience in use of technology (audio, video, computers, telecommunications) in language teaching; ability to teach a language other than English. Minimum Salary: \$51,264 (\$4,272 per month). Closing Date: April 10, 1992. Application: Send letter of application, curriculum vitae, sample publications, and three letters of recommendation to: Or. Richard & Seymour, Dean, College of Languages, Linguistics & Literature, University of Hawaii is an Equal Opportunity, Affirmative Action Institution.

Inquiries: Prof. Robert Bley-Vroman. Telephone: (808) 956-8766.

University of Maryland College Park Libraries LIBRARIAN I, HEAD, ARCHITECTURE LIBRARY

The University of Maryland College Park Libraries invites applications for the position: Librarian I, Head, Architecture Library.

for the position: Librarian I, Head, Architecture Library.

RESPONSIBILITIES: Responsible for the management of the Architecture Library, whose collections support research and instruction in the areas of architecture, urban design and city planning. Has responsibility for implementing policies and establishing procedures in collection management, reference services, circulation of materials, technical processing, personnel and fiscal management for the Architecture Library. Collection is approximately 31,000 volumes and 150 periodical subscriptions. In addition to the Head, staff consists of 1.5 FTE clerical and student assistant employees.

QUALIFICATIONS: Required: ALA-accredited Master's degree in Library Science. Minimum of three years' appropriate professional Library experience. Demonstrated subject expertise in architecture or architectural history. Demonstrated public service attitude and demonstrated effectiveness to perform reference and collection management work. Effective oral and written communication skills. Supervisory experience. Familiarity with French. German, or Italian. Preferred: Familiarity with circulation and automated information retrieval systems.

SALARY: \$29,702. Minimum. Salary commensurate with experience. Fx-cellent benefits. For full consideration, submit resume and names/addresses of three references by April 24, 1992. Applications will be accepted until position is filled. Send resume to: Ray Foster, Personnel Librarian, Library Personnel Services, McKeldin Library, Univ. of MD, College Park, MD 20742-7011.

ing. Provides leadership for and evaluation of personnel within Bibliographic Services. Supervises 2 FTE faculty fibrarians, one of whom is on contract to catalog size publications. If 1FTE classified staff and student houriles. Manages the Colorado State Library grant for the cataloging of shate publications. Participates in the overall planning and management of the Library as a member of the Library and ministrations: Required—ALA-accredited MLS and a ministration of management and/or supervision of a Borry service area; knowledge of MARC formats, national establishment of management and/or supervision of a Borry service area; knowledge of MARC formats, national establishment of management and/or supervision of a Borry service area; knowledge of MARC formats, national establishment of management and/or supervision of a Borry service area; knowledge of MARC formats, national establishment of management and/or supervision of a Borry service area; knowledge of MARC formats, national establishment of management and/or supervision of a Borry service area; knowledge of MARC formats, notice of management of Special Collections. Contributes to department through exhibitions and policy and procedure development in through exhibitions and subject to the Library as a member of the Library as a member of the Library as a member of the services and the services with a coursework in archival administrations. State college of Denver the through extending the diverse programs offered by the University of Colorado an Denver, Metropolitan State College of Denver the three through extending the diverse programs offered by the University of Colorado an Denver, Metropolitan by the Lib orado Albance of Research Libraries and continues to periteipate in all aspects of this copperative and interrupted library system. Salary range and benefits: \$32,000,452,000 depending on experience, for a L-month faculty appointment. Tuition benefits, sick leave, 22 vacation days. TIAA-CREF, Applications: To apply, please sand a fetter of application, resume and setter of application, resume and setter of application, resume and steephone makers of three references to: Stephen W. Otroen, Auroria Library. Lawrence at 11th Surests, Denver, Cotonado 8204. The Search Committee will begin to traview applications on Priday, Anti Ad 1992. The University of Colorado at Denver is committed to eshancing the divently of its faculty and staff and strongly encourages veterans, minorities, physically challenged and women to apply for this demanding position.

manding position.

Library: University Archivist. The lower State University Library Special Collections Department seeks as archivist, at the Assistant Professor rank, who will be rescribing university records and faculty and plumni papers for supervisions support staff in processing and indusing these collections; and for providing reference service for the collections. Reports to the Head of

i. 1992. Submit leiter of application, resume and names, addresses and telephone numbers of three references to: Search Committee, Science and Technology Reference Librarian, 302 Paris Library, lowa State has a strong commitment to equal opportunity and affirmative action. Members of protected classes are especially encouraged to apply, lowa State Library, lowas State has a strong commitment to equal opportunity and affirmative action. Members of protected classes are especially encouraged to apply, lowa State University is an Equal Opportunity, Aftirmative Action Employer. Action Employer.

Libarany University of Delaware. Assistant Libarana. Reporting to the Head of the Media Services Department, a department whose responsibilities include microforms, media, and a microcomputus site. Entry level position with diverse responsibilities and operated to gain administrative experience. Supervision of two full-time support attaff and 10-12 students supporting alcortorms collections and services. Primary responsibility for an active, well-equipped microforms unit; collection management, user assistance and equipment support related to the fibrary's collection of 2 million microforms. May include responsibility for electronic full-text and government documents full-text and government documents in the support research in the provides the collection full-text and government documents include providing Microforms Desk reference service which may include week408- 924-6160. Forward application materials to: Human Resources Office Attn: Suzie Lofton

end and evening hours; and scheduling staff for service at the Microforms Desk. Directional assistance with the Government Documents collection is also provided at the Microforms Desk. Depending on the qualifications and interest, this position may also be assigned responsibilities related to other areas of the Media Services Department. May include selection responsibilities. ed to other areas of the Media Services Department. May include selection responsibilities for microform materials in coordination with subject selectors undur collection development responsibilities with faculty liaison in a subject area. Qualifications: ALA accredited master's degree required. Strong oral and written communcation skills required, Ability to establish and maintain effective working relations with diverse individuals in an evolving automated environment required. Familiarity with inbrary public services, current library technology, and supervisory experience atrongly gueferred. Salary and Benefits: Expect to fill at the level of an Assistant Libraian, (Minimum \$25,160.) Vacation of 22 working days. Libral sick leave, Flexible benefits program, TIAA-CREF or Fidelity retirement. Tuition remission. To apply: Sand letter of application, current resume, and the names and telephone numbers of three references to Maidel Cason. Assistant Director for Library Administrative Services, University of Delaware Library, Newark, Delaware 19717-525. To ensure consideration applications must be received by April 17, 1992. The University of Delaware is an equal opportunity employer which encourages applications from minority soups and women. We are working to build a culturally-diverse, broadly-trained professional staff and encourage all qualified individuals to

BOMBOIN COITEGE

FULL-TIME DIRECTOR Upward Bound

Upward Bound, in operation since 1906 and funded by the federal Department of Education through May, 1992 (with a proposal submitted for a three-year grant), sense 95 low-income, rural Maine high school students.

Responsibilities: planning supervising a six-week sunmer residential component tresidence on campus required), and operating an academic year follow-up to include visits to students' high schools, weekly tutoring schedules, assistance to seniors in college admissions/ financial aid process. Skills: writing reports/recommenda tions, curriculum planning, budget operation, computer data systems, and public speaking. The Director reports to the Dean of the College.

Qualifications: Master's degree and experience in educational administration, teaching, counseling, and work with disadvantaged youth. Familiarity with the state of Maine is

Applications, including a resume and list of three references, should be addressed to: Bowdoin College, Human Resources Department, Brunswick, ME 04011. Deadline for receipt of application materials is April 3, 1992.



Bowloin College is committed to Equal Opportunity through Affirmative Action.

SAN JOSE STATE UNIVERSITY Resident Director

Responsibilities: Primary administrator for residence hall housing 200 residents. General duties include supervision and development of resident advisor and student assistant staff, administrative operations, leadership and student development programs. Member of the Residential Life Professional Group which collaboratively develops the overall Residential Life Program.

Qualifications: Master's degree in student personnel or related field preferred. Sensitivity toward and experience in working with ethically diverse groups is beneficial. Seeking candidates with a strong sense of personal identity and passion for life.

Compensation: includes salary of \$2095 per month, 12 month position. furnished apartment, (live in required), comprehensive California State Employee benefits package.

Applications: First round consideration given to applications received by 5:00 pm on March 31, 1902. Final deadline is 5:00 pm, July 30, 1992. For consideration, forward SJSU application (required), cover letter, resume and three reference names(with phone numbers). For application and comprehensive job description, contact University Services at

> San Jose State University One Washington Square

Head. The lows State University June Seeks a Department Head for Spical Colections, at the rank of Assistant Frobast or higher depending on qualification. Be Department is comprised of four collection units: manuscripts, rare books, alternative and the Pactual Film, a significant collection attenuals are agriculture and science attenuals are agriculture, the Assistant Objection for Colection of American Agriculture, the Assistant Objection for Colection to the Assistant Objection for Colection to the Assistant Objection for Colection for the Assistant Objection for Colection Collection of professional include supervision of professional include supervision of professional and cuprofunction with catalogia husper call coulections by the newarch common and collection Dyschogung and participates in the library facelynamic and policy development, husperson of the Collection Dyschogung, and policy development, husperson of the Collection Collection of a ALA-accredited depth, as a policy development, husperson of the Collection and Collection requires conference and collection and collection and collection and collection requires conference and collection and c be sulcanais environment, familiarity with a sulcanais book trade and knowledge of donor relations. Benefic and knowledge of the sulcanais and action of the success of the success and actions and actions and actions and was recently recognized the success and was recently recognized as one of the top ten areas of its alze in the country. Application: Review of arreading the country, Application: Review of arreading and the success of the success ibary: Scance and Technology Refer-library: Scance and Technology Refer-cute Library and Technology Refer-library states the lower State University Reference Library and the renk of Assist-tifetone anytomean which complanates factoric preference and instructional serv-anyors, mediated and cod-user online terchag, OCLC, a NOTIS-based OPAC

BULLETIN BOARD: Positions available



UNIVERSITY OF ILLINOIS AT URBANA - CHAMPAIGN

Associate Director of Housing — Residential Life

The Associate Director is responsible for planning, managing, and coordinating the total Residential Life operation of Housing Division which involves comprehensive responsibilities for student housing, including undergraduate and graduate student housing, family housing, food service, conference services, maintenance and custodials services. The Associate Director assumes to the providential program development with a second particular program development with a standard program development. ces, maintenance and constant sevents. The Associate Secures leadership in coordinating program development with other departments in the Division of Student Affairs. The Housing Division provides facilities for nearly 11,000 students, has a full-time staff approximating 700, and has an operating budget in excess of 40 million dollars. The Housing Division is a completely self-supporting auxiliary enterprise.

Qualifications:

• Ph.D degree in Student Personnel, Higher Education or other related field preferred. A Master's degree in the same or other related area is required as a minimum.

• Seven years of administrative experience at a significant level of authority and responsibility in a college housing program at a major residential

university.

• A proven track record as an effective leader and trainer, demonstrating good communication and analytical skills.

• A demonstrated respect for, and understanding of, college students. Starting Date: Regular, full-time position is presently open; beginning date is

Starting Salary: Competitiv Application Deadline: April 3, 1992. (This is an extended deadline.) Send letter of application, résumé, and three letters of reference to:

Thomas Seals, Chair c/o George Sholfner Director of Housing 200 Clark Hall 1203 South Fourth Street Champaign, Illinois 61820 (217) 333-0611 Fax (217) 244-0394

The University of Illinois is an Affirmative Action, Equal Opportunity Employer.

WIVERSITY of LOUISVILLE

ASSOCIATE ATHLETIC DIRECTOR **DEVELOPMENT AND PUBLIC AFFAIRS**

The University of Louisville Invites applications and nominations for the position of Associate Athletic Director/Development and Public Affairs. The Associate Director will be responsible for assisting in the administration and management of all aspects of development and public affairs for the Athletic Association.

Duties and responsibilities include, but are not limited to, the supervision and coordination of the Cardinal Athletic Fund; marketing and promotions; ticket and merchandise sales; sports information, to include utilization of publications and radio/television to achieve department goals.

Custifications: Bachelor's Degree, minimum three years of direct position experience in development and public affairs at the NCAA Division I level is preferred. Consideration will be given to individuals with at least five years experience in college athletics at the Division I-A level and to individuals demonstrating exceptional qualifications from the private sector in the areas of planning, fund raising, management of staff, and good interpersonal skills. Excellent written and oral communications and creative abilities are essential. The salary is commensurate with experience and qualifications; the position is available immediately.

Please forward a letter of application, resume and three let-ters of recommendation to: University Personnel Services, University of Louisville, Louisville, KY 40292.

neord of active professional involvement a aspected. Faculty at lowa State are expected to meet promotion and tenure requirements. Preferred: Graduate study leading to an additional advanced degree is tally leadable, preferrably in history, history of science and technology, lustory of spiculates, or other relevant discipline. Three is five years' experience in a special collection service and the preference in a special offering the analysis of the preference in a special offering the analysis of door of the preference in a special offering the analysis of door of do

rearing of applications will begin on Wadnesday, March 25, 1992, and con-linus until the position is filled. University of Louisville is an Equal Opportunity/Allirmative Action Employer.

***** with indexing/abstracting databases, and a formal computer-based instructional program). Responsibilities include: working at a general reference desk; conducting indepit consultations and instruction in the science and technology areas; leaching a required general bibliographic instruction course, assisting in developing reference collections/services and course-related instructional sessions; and performing other duties in support of the Desagtractiful. collections/services and course-related inwith ledges lives and course-related intructional services; and performing other
duttes in support of the Department's responsibilities. Some rurticipation in collection development of the general collection
is possible depending on the candidate's interest, subject background and the Library's priorities. Qualifications: Required;
supis cuicosis lize of anis physical sciences, biological sciences,
cosis lize of anis physical sciences, biological sciences,
computer science or related fields, or our
year's experience in a science and technolozy library: commitment to public services; ability to work effectively with all levcle of university clientels; flexibility in
adopting to change and ability to work as
part of a collegial team; and good communiprication skills. Faculty at lowa State are expecied to meet promotion and tenure retruty or advanced coursework in reference; experience with online database
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restri Responsibilities: serve at DRA Apolications Software Systems Mennager, working collaboratively with other members of the CCLA staff, coordinate technical implementation of DRA applications software, organize installation and testing of all system databases, direct report production, participate in user support efforts. Qualifications: Master's degree from an ALA-accredited library school required. Three years of library exposience, with supervisory experience heluded; one year's system-level experience with an integrated bitrary automation system, DRA experience desirable; knowledge of VMS and computer operations desirable. Demonstrated communication skills. Mistamum salary is \$40,000, commensurable to training and experience. Obtain mandatory employment application from Personpel Office, Tallinhassee Community College, Room 100, Administration Bulking, 444 Applyand Drive, Tallahassee, Florida 1304-2895; telephone (904) 9278-8104. Application deadline: April 30, 1992, 5300 p.m. An Equal Opportunity, Affirmative Action Employer.

Library/Law: Columbia Law School Li-brary—Assistant Law Librarian for Educa-tional and Research Services. Under the general direction of the Law Librarian, this position has primary responsibility for the management, supervision, planning and de-

Action, Equal Opportunity Employer.

Management/Administration: Management Intern Program. The Clark County Personnel Department is recruiting for 2 Management Interns for 1982. Recruitment starts January 2 and will end April 15, 1992. The position begins on July 1, 1992. Management interns will work in the County Management interns will work in the County Management interns will work in the County Management interns performs coal analysis, public policy and program analysis, and away be involved in the writing of speeches, For more information with the Clark County Personnel Office, 225 Bridger Avenue, Las Vegas, Nevada 89155 or call 17921 455-4565.

SAN JUAN COLLEGE

San Juan College is one of the largest two-year comprehensive colleges in New Mexico and offers academic, occupational and community service programs. The college serves 3,800 students in San Juan County, as well as the Four Comers area of New Mexico, Arizona, Utah and Colorado.

DIVISION DIRECTOR - MATH, SCIENCE AND ALLIED HEALTH

The position reports to the Dean of Instruction and is responsible for administering the affairs of the division plus teaching 3-4 credit hours per semester in one of the division's disciplines. Academic disciplines include astronomy, biology, chemistry, geology, mathematics, nursing, physical therapy assistant and physics. Position evaluates full—and part-time faculty, develops and maintains curriculum of the division, conducts division meetings and participates in a variety of college committees. Applicant must possess a Master's Degree in one of the disciplines taught in the division and have a minimum of five years combined teaching and administrative experience and the division chair level or above at a community college. This position is 12-month professional.

Successful candidate for this position will be dynamic and have a high energy level, as well as a strong commitment to the college philosophy. Candidate should value diversity and have a multi-cultural perspective with adult and minority students.

All candidates must submit 1) San Juan College application, 2) a letter of application illustrating how the candidate meets the above listed qualification requirements, 3) college transcripts, and 4) 3 current letters of reference.

CONTACT: P. Colleen Walker Personnel Director San Juan College

4801 College Boulevard Farmington, NM 87402 1-800-232-6327

POSITION OPENS: January 26, 1992 POSITION CLOSES: April 3, 1992 San Juan College is An Equal Opportunity Employer

Residence Hall Director/ Assistant to the Dean

Residence Hall Director/Assistant to The Dean, Colorado College. Master's degree required, prior residence hall experience preferred. Responsible for the administration of a coeducational residence hall of 250-300 undergraduates; selection, training and supervision of 10-12 student staff; programming; counseling; coordinating the administrative functions; actively participating in departmental and College committees. Assistant to the Dean responsibilities in areas such as Greek advising, alcohol and drug education, student leadership development, and security education. Available August 1, 1992. Compensation includes firmished apartment, board, and \$16,500 stipend; 10 month. Interviewing at ACPA/NASPA. Send resume plus three letters of reference to: Ms. Dana Wilson, Office of Residential Lufe. The Colorado College, Culorado Springs, Colorado 80903. Application deadline April 6, 1992. Culorado College is an Equal Opportunity Entployer and invites applications from minorities, women, and individuals who can address the concerns and/or perspectives of minorities and women.

nddresses and telephone numbers of three references to: Search Committee, Science and Technology Reference Librarian, 302 Parks Library, lowa State University, Ames, lows 5001-2140, lowa State has a sirong commitment to equal opportunity and affirmative action. Members of protected classes are especially encouraged to apply, lowa State University is an Equal Opportunity, Affirmative Action Employ-

Assistant

Professor.

Department of

Education

and

Child Study

issistant Professor, entry level.

two-year replacement position in the Department of Education and

Child Study beginning in 1992-93. Scholarship should be in historic

of and philosophical foundations of

education, wholarly interest in ur

han and multicultural education i

desirable. Candidates should be

able to participate in elementary

methods work with high quality student leachers. Teaching

responsibilities include courses i

the history of American education,

education in cities, and mindern

problems of education Earned

doctorate preferred, outstanding

ABD candidates given considera-

tion; public school teaching expe-

tience and college teaching ex-

persence preferred. Submit letter

of application, vita, and names,

addresses and telephone num-

hers of four references to: Pro-

fessor Lawrence A. Fink.

Department of Education and

Child Study, Smith College, Box

500, Northampton, MA 01063.

received hefore April 10, 1992.

An affirmative action/equal opportunity institution. Minorities and

conten are encouraged to apply.

Smith *

Preference given to applicati

velopment of the following units: Reference, including instructional Services and Feo-based Services; international and Foreign Law. Access Services; and Special Collections. The locumbent will a select the Law Librarian in the administration of the library, which is a leader in the development and application of technology to meet legal research and instructional needs. The person selected will work closely with Heads of Reputres and Bibliographic Control in defining collection quality and in accessing bibliographic information in non-traditional ways, and will be part of the library's senter management group. The position has responsibility for 10 profession-Library/Computer Services: Library Soft-ware Coordinator. College Center for Li-brary Automation (CCLA) is seeking an in-novative professional with library antoma-tion experience and leadership aldis to manage a key function of CCLA's Data Re-search Associates (DRA) system. CCLA's 950-terminal centralized DRA system is now being implemented as a statewide pro-ject for the 28 Florida community colleges and their 60+ associated libraries. Primary Responsibilities: serve as DRA Applica-tions Software Systems Manager, working collaboratively with other members of the indifional ways, and will be part of the il-brary's neutor management aroup. The no-sition has responsibility for its profession-als. 7 support staff, and part-time sesti-tents. Requirements include: evidence sesti-tents three years of prior relevant exper-ence; domonstrated administrative and su-pervisory experience; the ability to com-municate and work effectively with faculty-students and colleagues; and MLS and JD degrees from secrediced sections. Prefer ence will be given to candidates with expeg eaca will be given to candidates with experience with library instructional programs, legal reference service, and electronic information and library management resources. Competitive satary and excellent benefits, including assistance with Liniversity bousing and titlion exemption for self and family. Send resume, and the names, addresses and phone numbers of three references to Kataleen Wittshire, Director of Personnel, Bot 35 flutler Library, Colombia University, 515 West 1 left Street, New York, New York 10027. Dending for applications is April 15, 1992. An Affirmative Action, Equal Opportunity Employer.

Southwestern **Jniversity**

AT GEORGETOWN, TEXAS

DIRECTOR OF MULTICULTRUAL AFFAIRS Applications are invited for the position of Director of Multicultural Affairs. The Director of Multicultural Affairs reports to the Dean of Students and will work closely with the Provost to provide leadership and direction to enhance the multicultural life of the campus. Responsibilities include: advising and counseling international and minority students on personal and academic issues; advising ethnic and multicultural student organizations; working closely with faculty members and other student service offices to provide support and institution in designing programs related to multicultural issues; and serving as a resource to faculty and stall members concerned with minority and international student needs.

The successful cardidate must have a demonstrated commitment as exhibited by past work experience, to the goals of cultural and ethnic diversity. A backelor's degree is required, a master's degree in student personnel is preferred. Strong organizational and communication skills are necessary.

Southwestern University is a selective undergraduate institution committed to broad-based liberal arts and sciences education. Affillated with the United Methodist Church, it has over 1200 students and a history of stable ornordiment. Southwestern's endowment of more than \$1.36 million ranks among the highest per student of undergraduate institutions in the country. The University is located in Georgetown, Toxas, 28 miles north of Austin, the state capital, and site of the The University of Texas. Please send a letter of application with resume addressing qualifications, past work experience, and the names, addresses and phone numbers of three references to: Ohice of Human Resources, P. O. Box 770, Georgetown, TX 78627-0770. Résumés should be received by April 20, 1992 for full consideration. Southwestern University is an Affirmative Action, Equal Opportunity Employer.

Marketing: Anderson College, Anderson, South Carolina. Assistant Professor. Marketing/Sales: Troy State University is seeking a Marketing/Sales: Coordinator for the Adams University Conter. Preference degree with at least 18 graduate hours in marketing, experience in auxketing and/or college-level teaching preferred. Terminal degree required for tentre-track position, Responsibilities: Teach broad range of the professor of the professor of the professor. Applica as for this job must also be willing to travel. degree required for tenuire-track position. Responsibilities: Teach broad range of marketing and other business motors. Anderson Colleges, located in lite pledmont region of northwest South Carolina, I sa four-year church-affiliated liberal aris college which enrolls 1,100 astudents. Send letter of application, current resumd, and names, addresses, and telephone numbers of three references to Dr. Bruce Jones, Head, Division of Business, Anderson, College, 116 Bonlevard, Anderson, South Carolina 19631. Review of applications begins April 1 and conflates until position is filled. Starling date: August 15, 1992.

and nostess a minimum of a backelor's de-gree, preferably in marketing or sales. This is an entry level position with a maximum salary of \$17,500. Letter of application and a resume should be submitted by April 1. 1992 to Office of Personnel Services, Troy State University, Troy, Alabams 36082. Troy State is an AA/ZEO employer.

Mathematics: Temporary positions, 19921993, Department of Mathematics, Southern Illinois University at Carbondaie. Temporary positions are anticipated sturting on August 16, 1992 as Lecturer, Master's degree in mathematics or admission to capitidacy required; Ph.D. preferred. Applicants should provide evidence of excelence in teaching and foreign applicants must provide evidence of ability to teach in English effectively. Preference given to applicants with research interests compatible with those of the faculty. The dustics will consist of 12 hours of undergraduate mathematics instruction each semester. Closing dare dare factors and the semester. Closing dare



Director of Affirmative Action and Assistant to the Chancellor

University of Minnesota, Duluth

The University of Minnesota, Duluth (UMD) invites applications for the position of Director of Affirmative Action and Assistant to the Chancellor, to begin July 1, 1992.

The University of Minnesola. Duluth has 7,900 students in five schools and colleges as well as a medical school. Duluth's unsurpassed natural setting provides the university with the best of both worlds: quality academic opportunities just a step away from exploring exching outdoor adventures.

Duties of the position: Monitor adherence to equal opportunity, aftirmative action, sexual harassment (EO/AA/SH) pullcy guidelines for UMD. Exercise authority to prevent, prohibit, or modify any personnel or other administrative action deemed not in compliance with related governmental or University regulations. Affirmatively promote a multi-cultural environment and diversity on campus. Recommend and administer policy guidelines and procedures for Recommend and administer policy guidelines and procedures for EC/AA/SH set by University of Minnesota Regents' policies, and state and federal laws and regulations. Supervise and evaluate affirmative action programs aimed at improving balance of protected class employees. Minitor compliance with Title IX and handicapped regulations, Investigate charges of discrimination including special beasenging to the PAAD express. Conduct and countries to capped regulations. Investigate charges of discrimination including sexual harassnent on the UMD campus. Conduct and coordinate training and educational programs. Maintain appropriate contacts with supervisors and employees in order to identify and resolve affirmative action-related personnel problems. Maintain appropriate contacts with community and governmental agencies and organizations. Work with the University of Minnesota AAVEO officer to insure affirmative action and equal employment upportunity in UMD personnel decisions. Other work-related duties, as assigned. The position reports directly to the Chancellor. The position reports directly to the Chancellor.

Applicants must have at least an earned Bachelor's degree and one year of EC/AA/SH work experience; a Master's degree and one year of EC/AA/SH work experience; a Master's degree with two years of EC/AA/SH experience professed. Salary is \$37-\$42,000, depending on qualifications. Cover letter, vita, and three letters of rolerence should be postmarked by April 8, 1992.

Send materials to: Affirmative Action Search, & Gladys Dahl, 512 Darland Administration Building, 10 University Drive, Dulyth, MN

THE UNIVERSITY OF MINNESOTA IS AN EQUAL OPPORTUNITY EDUCATOR AND EMPLOYER.

RESIDENCE HALL DIRECTORS

1 Opening, 1 Anticipated Opening

Administer a residential area of 500 students: select, train, Administer a residential area of 500 students; select, train, supervise and evaluate a resident assistant staff of 10; coordinate a comprehensive programming effort in the residence halls emphasizing the wellness concept; conduct judicial hearings, counsel, and provide crisis intervention. Bachelors degree and one year experience above the undergraduate level required; Master's degree in Student Personnel Services, Counseling or related Reid, and one year full-time experience in residence life oreferred.

Minimum starting salary: \$19,539 plus apartment and an excellent benefit package for these full-time, ten-month, live-in positions available on or about July 1, 1992.

William Paterson College, on a 250-acre suburban campus 20 miles from New York City, is an accredited state college offering 50 undergraduate and graduate programs. WPC is an affirmative action/equal opportunity employer.

Please forward resume, transcripts and three (3) letters of ref-erence by April 10, 1992 to



MR. JOE CAFFARELLI Associate Director of Residence Life North Tower D-29 **WILLIAM PATERSON** COLLEGE

Mathematics Instructor. Illinois Eastern Community Colleges is accepting aprilications for a full-time Mathematics Instructor position. The position in a nine-month, tengure track appointment, Minster's degree in Mathematics required and preference to applicants with college teaching experience nadive hours beyond the Matter's degree. Tenchica assignment may include Remedia Mathematics. Algebra, Statistics. Mathor Elementics, Maybra, Statistics. Mathor Elementics, Maybra, Statistics. Mathor Elementics, And Differential Equations. Opportunity exists for overfood assignment as specification of applicants and pull-college. Algebra, and Differential Equations. Opportunity exists for overfood assignment as
well as summer school teaching. Illinois
Enstern Community Colleges is a multicampas district with four colleges and an
administrative office located in rurel southcastern Ellinois (Frontier Community College in Pairfield, Lincoln Trail College in
Robinson, Olacy Central College in Olacy,
and Wabash Valley College in Mt. Carmel).
The colleges are accrediged by the North
The colleges are accrediged by the North
Central Astocialism of Colleges and Secondary Schools. Total curoliment is approximately 200 FTE. Send a letter of apnigation, resume, credential, and three
reference letters to Personnel Office, Illinois Eastern Community Coffeges, 233
East Chestout Street, Olney, Illinois 62450.
Application deadline is March 25, 1992; nopilications received after that date may not
receive consideration. Required Sarring
date is August 17, 1992. A starring date of
June 3, 1992, on a part-time basis is possible, depending upon interest in teaching
satumers actool. An Equal Opportunity, AfIrmative Action Employer.

Mathematics: The School of Arts and Sci-

The conseger are accredited by the North
Central Association of Colleges and Secondary Schools. Total enrolment is approximately 4200 FTE. Send a letter of application, risume, credential, and three reference letters to Personnel Office. Illinois Eastern Community Colleges, 233
East Chestour Street, Olney, lilinois 62450.
Application deadline is March 25, 1992; application received after that date may not receive consideration. Required alarting date is August 17, 1992. A starting date of June 3, 1992, on part-time basis is possible, depending upon interest in teaching summer achool. An Equal Opportunity, Affirmative Action Employer.

Mathematics: The School of Arts and Sciences at Lipcola Memorial University is graduate course work in methods of teaching arithmetics applicants for the position of Associating applicants for the position of Association of Mathematics applicants for the position of Mathematics applicants for the position of Mathematics and Indicating Indicatin

The starting date is August 15, 1992, screening of applicants will begin April 1, 1992, and will continue upfil position is filled. Applicants should submit a letter of application, current vita and/or placement papers, and names, addresses and telephone numbers of three current references to: Raigh E. Brant, Academic Vice President and Dean of Paculty, Lincoln Memorial University. Cumberfand Gap Parkway, Harrogate, Tennossee 37752.



Director of Financial Aid

National University, accredited by the Western Association of Schools and Colleges, is an independent, not-for-profit educational institution dedicated to providing higher aducation opportunities leading to associate, bachelor's, master's and professional degrees for more than 10,000 career-oriented adults.

The Position of Director of Financial Aid:

We are seeking a Director of Financial Aid, who will report to the Vice President of Enrollment Management. The successful candidate will be accountable for managing multi-campus Financial Aid Programs with a non-traditional calendar. Additionally, the candidate will develop and implement policies and procedures to ensure compliance with Federal and State Programs.

Qualifications:

Minimum qualifications include a bachelor's degree, strong leadership skills, and five years of progressive experience in a college or university linancial aid environment. A master's degree is preferred, but not re-

Salary: Salary will be dependent upon qualifications. If you are interested in accepting a challenge, send your current resume with cover letter, including salary history before May 8, 1992 to:

M. C. Cook Vice President of Administration National University 4025 Camino del Rio South San Diego, CA 92109

PROGRAM OFFICER

Program on Latin America and the Caribbean

SOCIAL SCIENCE RESEARCH COUNCIL

In anticipation of further diversification and expansion of its international programs of research planning and advanced scientific training, the SSRC invites applications for a full-time Program Officer to augment staffing of its Latin American program.

The Program Officer will work closely with the Director of the Larin American program, as well as with other members of the Council Staff. In addition to working on topics that focus on Larin America and/or the Caribbean, the successful candulare will also help to develop projects that lavolve comparisons between Latin America and other world recions.

to develop projects that tavoive companions.

Specific responsibilities will include: helping to coordinate fellowship competitions; planning workshops, seminars and conferences; assisting with research planning functions of the Joint Committee on Lath American Studies and other Council panels; working with professional and support staff to oversee day-to-day administration uperations of the program on Lath America and the Caribbean; and initiating new programs of collaborative research and training involving scholars from Latin America and other

Applicants should hold a doctoral degree in the auctal sciences, or be nearing completium of the doctoral disterration. While the auccessful candidate will have interest that range beyond any single social science discipline, the Council is especially looking for a scholar who might help to strengthen its program in economics, gavegraphy, and/or sociology. Applications from removing scholars and women are strongly encouraged. Fluency in Spanish and/or Porruguese is essential, computer literacy is strongly preferred. Program management experience is desirable.

Candidares should submit a letter of application, a curriculum visae, and three letters of telerence to: Program on Latin America and the Caribbean, Social Science Research Council, 605 Third Avenue, New York, NY 10158. The Council is an Equal Opportunity Employer

Maihematics: Wabash College, a liberal arts college for men in Crawfordaville, Indiana, seeks candidates for a one year appointment in mathematics. Three courses per semester teaching load inchoding at least one course at the elementary level, Ph.D. required. Special consideration will be given to candidates with a background in Computer Science. Send a leiter of application, vita, transcripts and three letters of reference to Professor Esteban Poffield, Department of Multicomputers and Computer Science, Wabash College, P.O. Box 332, Crawfordaville, Indiana 47933. Detailine for receipt of application in April 18, 1992, Women and minorities are encouraged to apply, EOE.

Mathematics: Position available August 15, 1992. John Brown University seeks person to feach a full range of undergraduate courses in mathematics, Other responsibilities include advising of students, and possibly perticipation in many promise. intes include advising of students, and pos-ably participation in grani program and di-recting undergraduate research. Dectorate in mathematics, applied mathematics, sta-tistics, or mathematics education required. Experiences teaching mathematics using a wide range of technology is preferred. Per-mantant position is for rank of assistant, es-sociate, or full professor with salary of \$22,2000-\$42,000. John Brown University is a small (1,000 students) undergraduale, in-terdenominational, evangelical. Christian colless jocated in northwest Arkansas in a lown of 8,500 in the beautiful Ozarks. Ap-plication review will begin immediately and continue until position is filled. Submit lec-ter of application, résumé, transcripts teop-ina acceptable) to: Dr. Jim Holliday, Ac-demic Dean, John Brown University, Silo-san Springs, Arkansas 77761.

Adhenation Eastern Arizona College, Math Instructor, Salary: 524,687 to 515,50. Closing Date: Open until filled. Position Starrina Date: August 17, 1992. As Equal Orgortunity, Affirmative Action Employer, Apply through the Vice Predent of Academic Affilms, Thatcher, Arizona 83532, or phone 602-428-8201.

pailence, ability to work with students and colleagues, and a desire to concentrate on the teaching of developmental mathematics. Review of applications will begin April 13, 1992, and confine until the positions are filled. Three letters of reference will be required later in the process. Applicants and transcripts of all collage work to: Professor Noian Hudson, Mathematics Department, 118th Science Building, Ferrits State University, Big Rapids, Michigan 49677.

Mathematical Wabash College, a libertal arts college for men in Crawfordswille, Indiana, seeks candidates for a one year appointment in mathematics. Three courses per semester teaching load including at the college for men in Crawfordswille, Indiana, seeks candidates for a one year appointment in mathematics. Three courses provided in the billed prior to March 23 and applications will be accepted until position.

Mathematica Mathamatical Sciences, Instructor/Assistent Professor, two poattons, Fall 1992—pendina funding of poattons, Fall 1992—pendina funding of poattons. Fall 1992—pendina funding of poattons, Fall 1992—pendina funding of poattons, Fall 1992—pendina funding funding funding mathematics and mathematics education to both undergrandmet and sraduate sudents, and serve on various compilitees within the University. Williamess to work with local school districts and advising students. Candidates need to have demonstrated achievement in teaching mathematics, professional speaking, and writing. Candidates must have a strong desire to participate and influence the mathematics ducation community on the local, state and national levels. Master's derree in Mathematics or Mathematica Education, with strength in both mathematics and mathematics educamanematics Education, with strength in both mathematics and mathematics education, required. While a doctoral is pre-ferred, each candidate must be admitted to a doctoral program and must complete the doctoral program and superior of appointment to the fluculty. Credentials and a perionce substantially comparable to the above will also be considered. Send letter of application, resume and names, andrayses and telephone numbers others are references to Dr. Philip Halloran, Chair of Search Committee, Department of Mathematical Sciences, Sciences Sc

Mathematics/Computer Sciences Assistant or Associate Professor. Tenuns-track teaching position (12 credits/semester) in introductory mathematics and computer science courses and advanced computer science courses. Starting date: August 27, 1992. Qualifications: Ph.D. preferred Master's plus 30 semester hours of post-master's course work in computer science or mathematics with formal course work in computer science preferred. Preference

Assistant Director **Human Resources** To plan, organize, and direct the development of

health-care-specific human resource programs and initiatives for the University of Rochester's Strong Memorial Hospital, a 722-bed tertiary teaching hos pital. This individual will report to the University Director of Human Resources and also will be an integral part of the management team addressing University-wide issues and programs.

Rochester is a private university of international distinction. It employs approx. 11,000 full- and part-time faculty and staff. Situated in the Finger Lakes Region of Western New York, the quality of life in the city of Rochester is rated among the best in this country. And it is only a short drive to Toronto and other major U.S. and Canadian cities.

A master's degree in a related discipline and 6-8 years' exp. In human resource mgt. or equivalent combination of education and experience are required. Experience in a university teaching hospital is preferred. Submit resume to: Search Coordinator, University of Rochester, Box 636, Rochester, NY 14642,

Equal Opportunity Employer (M/F)

UNIVERSITY OF ROCHESTER

SCIENCE REFERENCE LIBRARIAN

RANK: Assistant Professor (renewable fixed-term appointment) DUTIB AND RESPONSIBILITIES: Entry-level position. Reports to Head, Science Library, a branch of the University Library. Provides reterence service in physical and life sciences to undergraduate and graduate students, faculty, researchers, and community members. Provides computer-based reference assistance. May participate in collection development and library instruction special projects and other refated duties as assigned. QUALIFICATIONS: Required:MLS from ALA-accredited library school; strong academic background in the physical or life sciences or equivalent experience; knowledge of academic service, collection development, electronic information services, and library instruction. Excellent oral and written communication skill and strong service orientation essential. SALARY: \$22,000 minimum, depending on experience and qualifications (twelve month appointment, Fringe hencelits include clustee of medical plans (Blue Cross/Blue Shield or HMO options), fully paid state or TLAA/CREF reflement plans, 22 vacation days, and low staff fultion rates. APPLICATION DEADLINE: Applications received by 5:00 p.m., April 30, 1992 will receive priority consideration. TO APPLY: Send crover letter, resumé, and names, addresses, and telephore numbers of four references to: Ms. Laine Stambaugh, Personnel Library, Knight Library, University of Oregon, Eugene, Oregon 97403-1293; 1503-346-1895.

The University of Oregon Library is an ARL library with current holding of approximately 1.8 million volumes and over 21,000 serials subscription. Housed in newly renovated and expanded space in the University's recently completed \$50 million Science complex, the Science Library includes a collection of 170,000 volumes, 3,600 serial subscriptions, and support Ph.D. programs in all major science disciplines. The Library participates in OCLC. Catalog, circulation, acquisition and serials functions are automated using the INNOPAC and INNOVACQ systems.

The University of Oregon is an Equal Opportunity, Affirmative Action institu-tion committed to cultural diversity. In compliance with the immigration Reform and Control Act of 1986, all persons hired after November 6, 1986 will be required to show proof of their identity and right to work in the United States.

siven for: successful teaching of lower division computer science or mathematics courses and familiarity with 180x6 or mc68xxx families of computers at the hurdware level and with the UNIX operating system. Sahry, range: \$28,000 to \$32,000 based on qualifications and appelence. Send letter of application, résumé, cories of alt transcripts, and three recent letters of reference to: Ed Adams, Adams State College, Alamosa, Colorado 81102; 7719 588-787, Review of applications begins April 8, 1992, and continues until the pusition is filled. AA/EOE.

Mathematics Education: Mathematics Educator, Allegheay College weeks an experienced mathematics educator to play a major role in its redestance certification program in elementary and secondary education that brings a special math and science emphasis to each. The ideal candidate will have a doctoral degree in mathematics, elementary or secondary teaching experience, supervisory experience in the schools, and colleges teaching experience Dutles will include teaching, course development, and administrative responsibilities. This senior level position in a program whose redesign is partially funded by NSF is available now. Please send inquiries, along with a current curriculum vitae, to: Provost Andrew T. Ford, Box 18, Allegheay College, Meadville, Pennsylvania 16313. Allegheop is an Equal Opportunity Employer.

Mathematics Education: The position: Co-

Mathematics Education: The position: Co-lumbus College, a progressive, growing member of the University System of Geor-gia encolling 4,600 students in west central Georgia, seeks a visiting professor of math-ematics education (one-year contract re-newable for a second year) to replace Dr. Mary Lindquist during her term as presi-

ence Edition.

Woodrow Wilson Institute, Qualifestime An ear ped doctorate in mathematic eduction or equivalent experiences; technic experience and experience in al least two letters are early childhood, middle grades, and we secondary; experience with in-service many and grants. A highly recommended the experience of the experience o Mathematics Education: instructor of Absistant Professor (fenure track) beginned August, 1992. Minimum of a Maner afragree in Mathematics or Mathematics and Mathematics and Mathematics and Professor and Leaching mathematics. Freder candidates with Ph.D. who are professionally active, with strong teaching recommendations. Consideration of spectations will begin immediately and construction of the carries will begin immediately and considerations to the construction of the position in filled. Send frame, on the position in filled. Send frame, and the constructions of the construction of the cons

MOUNT HOLYOKE COLLEGE Office of Public Relations

BULLETIN BOARD: Positions available

Mount Holyoke College is seeking two professional level posi-tions: Director of Public Relations, and Assistant Director of Pub-lic Relations for Media Relations. The Directorship will precede the biring of an Assistant Director.

the biring of an Assistant Director.

DRECTOR: Reporting to the Director of External Affairs, the Director of Public Relations will act as the spokesperson for local and national print and electronic media and will manage and oversee the plauning, administration and direction of the College's public relations, marketing, publications, and media offorts. Directing a staff of professional and support staff, the Director will develop strategies that effectively portray and project an image of the College consistent with the mission of the nation's oldest women's college.

Demonstrated experience and skills in public relations, market-ling strategic planning are required. Management and superviso-ry experience necessary. A bachelor's degree plus five to eight years of professional public relations experience required. Cre-ativity, a willingness to travel and sense of humor are necessary. The targeted start date for the position is July 1st.

ASSISTANT DIRECTOR: Responsible for media relations, writing news releases and feature stories for local, regional and national media, serving as media linison to the campus community.

media, serving as mean inition to the campus community.

Candidate should have a buchelor's degree in journalism or related field; three to five years' experience in media relations work with extensive writing background; ability to aggressively bring about successful end result to multiple projects; knowledge of higher education issues; and a proven track record in media relations and placement, special events planning and marketing. Review of applications for the Director's position will begin April Stat and for the Assistant Director's position will begin April 21st and for the Assistant Director's position on June 1, 1992. To apply, send cover letter, resume, two or more samples of pitch letters or news releases, unedited by others, and the clipping listings of coverage which they generated to:

Human Resources Department Mount Holyoke College South Hadley, MA 01075

WE ARE STRONGLY COMMITTED TO A PROGRAM OF EQUAL OPPORTUNITY EMPLOYMENT AND ACTIVELY SEEK APPLICATIONS FROM WOMEN AND MINORITIES.

Wartburg College

DIRECTOR OF FINANCIAL AID

Wantburg College invites applications and nominations for the position of Director of Financial Aid. The director will provide leadership to a program that administers more than \$9 million in institutional, state and lederal financial aid.

Position Description: The director is responsible for all aspects of the finan-dal sid program. A primary emphasis is placed on working closely with students and their families in planning and meeting the costs of a Ward-burg education. In addition, the director will provide the analysis and projections necessary to assure the effective use of college-funded finan-

Qualifications: The Director of Financial Aid will possess a strong commitment to church-related liberal arts college and have the ability to work with a diverse group of majority, minority, and international students. A bachelor's degree is required and a master's degree is preferred. Three to five years' previous financial aid experience or related experience is

Salary: Commensurate with qualifications and experience. Application: Interested candidates should submit a letter of inquiry, re-sume and the names and plume numbers of three references to:

Doug Mason Vice President for Advancement Wartburg College 222 Ninth Street Northwest Waverly, IA 50677

Action Employer.

Mechanical Engineering Technology: The Department of Manufacturing Engineering Technologies and Supervision at Purdue University Calumet has a tenure-trackopening for an Assistant Professor/Frostram Coordinator for he Machanical Engineering Technology program. Candidate will teach two courtes in Mechanical Engineering Technology, advise MET students, and as the program coordinator will be responsible or MET faculty schedules, course orderings. Co-op programs, and cursiculum development. Candidate must be able to teach advanced AutoCAD and AutoSTADE for Continuing Education Program. Candidate in sto opportung the program condidate is also capacted to teach summer session. A Ph. D. degree in Mechanical Engineering or Engineering Mechanical Engineering Mechanical Engineering or Engineering Mechanical Engineering Mechani

PENNSTATE DIRECTOR OF RESPIRATORY CARE

Serves as Program Chair for Respiratory Care Program at Indiana Vocational Technical

College, a state supported

college serving approxi-mately 1900 students.

Responsibilities include program administration, and

Instruction. One year Technician program scheduled for expansion to two year Therapist program Fall 1994. Position available May, 1992 or negotiable; salary range \$26,000 - \$30,000 for 9-month contract with potential

nonth contract with potential

aupplementat Summer con-tract. Excellent benefits pack-

age includes health and dan-tal insurances and TIAA/CREF

Bachelor's degree, RRT, fou

yeara experience in respirato

y care and two years full o

part-time experience on the faculty of a Respiratory Care

AMA-approved program required. Master's degree

and strong administrative and clinical skills preferred.

Director of Personnel Indiana Vocational Technical College

3208 Rose Road P.O. Box 6299

Lafayette, Indiana 47903-6299

Please send resume no li than April 10, 1992 to:



UNIVERSITY LIBRARIES CHIEF, SCIENCE AND TECHNOLOGY DEPARTMENT

This academic administrator is responsible for planning, implementing, and assessing reference, instructional services, and collection development in support of Penn State University's academic programs in science and technology. Support for these programs is provided by the five branch libraries which comprise the Science and Technology Department: Earth and Mineral Sciences, Engineering, Life Sciences, Mathematics, and Physical Sciences. The Department also includes a technical information service to non-University constituencies. In addition, the Chief evaluates the performance of the department's faculty, develops new services, and oversees working collections bouted to another the training to the libraries. housed in academic units. Active participation in the Libraries' strategic planning and administrative groups is expected.

The Penn State University Libraries contain some of the strongest science and technology collections in the nation. The University Libraries includes a central collection and six subject libraries at University Park, and libraries at Penn State Erie and Harrisburg and at each of the compuses comprising the Commonwealth Educational System. Collections include over 3 million volumes, 25,000 current serials, and extensive holdings of maps, microforms, documents, technical reports, patents, and computer-based information resources. Serving nearly 70,000 students and approximately 4,000 faculty at all locations, the Libraries have an integrated, automated system (LIAS) and participate in ARL, CIC, RLG, OCLC and the Pittsburgh Regional Library Center.

QUALIFICATIONS: Requires ALA-accredited MLS or equivalent; a baccalaureate degree in one of the sciences or engineering; minimum of seven years' experience in an academic or research library system, including substantive administrative, reference and collection development responsibilities. Evidence of successful experience with computer-based information resources and services, and experience developing external funding proposals are desirable. Promotion and tenure

COMPENSATION: Salary and academic rank dependent on qualifications, Penn State offers a comprehensive benefits program, including liberal vacation; excellent insurances, State or TIAA/ CREF retirement options; educational privileges.

Applications will be reviewed beginning May 15, 1992 and continuing until the position is filled. Applications, including a current resume and names of three references, should be submitted to: Head, Search Committee, Chief, Science and Technology, Box CHE, E505 Pattee Library, Penn State University, University Park, PA 16802.

An Affirmative Action/Equal Opportunity Employer Women and Minorities Encouraged To Apply

THE TATNALL SCHOOL **Director of College Guidance**

Tainali Scisol seeks an energetic, self-directed college guidance or college admissions professional to assume position on July 1, 1992. Tatmell is an independent, coed day school of 680 students, grades N-12, serving northern Delaware and nearby Pennsylvania, New Jersey, and Maryland. Upper School student body size is 235. Graduates are prepared to enter the nation's finest colleges.

Attractive salary and benefits, including tultion remission, TIAA-CREF. Ability to teach and/or coach preferred. Send résumé, writing sample, and three references to:

Edward C. Lingenheld Headmasier Tatnall School 1501 Barley Mill Road Wilmington, DE 19807

Use President for Advancement
Wartburg College
222 Nimh Street Northwest
Waverbury, IA 50577

The search will continue until the position is filled.
Wattburg College is an Affirmative Action and Equal Opportunity Employer. Applications from minorities and women are encouraged.

The search will continue until the position is filled.

Wattburg College is an Affirmative Action and Equal Opportunity Employer. Applications from minorities and women are encouraged.

The search will continue until the position is filled.

Wattburg College is an Affirmative Action and Equal Opportunity Employer.

Mechanical Engineering: in the State of State University in the State of State University in the State of State University in the State University in the State University in the State University. All the State Opportunity Employer.

Machanical Engineering Position available at experience and woveys of eaction and services and service of the State Opportunity Employer.

Mechanical Engineering: in the State University in the State University in the State University in the State University in State Universit ment of Performing Arts, Olivet College, Olivet, Michigan 49076. Women and mi-nority candidates are encouraged to aprily. Olivet is a smoke-free campus. Oliveit Is a smoke-free campus.

Ausici Marching Band Director/Assistant Director of Bands. Clemson University seeks candidates for a tenure-rack position. Qualified individuals must have a doctorate or equivalent experience and successful bigh school and/or college marching beand experience. Brass or percussion background preferred. Computer-aided charting experience expected. Responsibilities include: Charting and rehearted of the 260 piece Tiger Band, coordination and direction of the Pep Bunds and teaching as assigned in the Department of Performing Arts. Secondary areas of responsibility may include: jazz, concert band, theory, history, music appreciation, and other areas according to the candidate's interests, experience, and/or traforms. For full consideration, applicants abould submit a letter of spiication, vifa, three letters of recommendation, plus lapse and other autyporting materials to: Dr. Richard E. Goodstein, Director of Bands, hottpedoort, Center-Band Room, Clemton, Center-Bands, Center-Bands, Center-Bands, Candidated Candidated.

Indiana 46202. AAPOE.

Music: Olivet College seeks a director of Instrumental Music with a strong commitment to undergraduate music education in a liberal arts setting. Rank: Instructor or Assistant Professor, Mil-lime, tenure-track. Starting date August 24, 1992. Salary: 323,000-325,000. Dules include teaching on the applied instrument (brass preferred), directing the wind ensemble and administering the athletic band, teaching courses in music education, conducting, and theory, history or music technology as appropriate. Public school teaching experience is highly desirable. Involvedance it in interdisciplinary Core classes is also enticlosted. MM or MME required; ABD status or dectorate preferred. Send letter of application, respectively, and anness and telephone numbers of three professional references (no ispeanow) to Dr. Michael Pagan, Chair, Deparinow) to Dr. Michael Pagan, Chair, Deparinow

Music: Director of Bands, Columbus Col-lese (Georgia) Schwob Department of Mu-sic. A full-time leaure track position to be filled at the Associale Professor or Full Professor level. Primary responsibilities will be conducting the Columbus College Symphode Wind Entemble to premiere, heavily scholarshipped entembles and co-ordinating the recruitment of undergradu-gie and graduate wind, brass, and percus-

LAWRENCE

Associate Director of Development - Major Gifts

Lawrence University is seeking applicants for a senior-level major gifts officer. This individual will play an important role in an unticipated capital campaign. We seek an experienced dovelopment professional will strong interpersonal skills to participate directly in the identification, cultivation, stewardship and solicitation of major gift prospects and donors and assume responsibility for managing a segment of that major gift prospect pool. Extensive travel is required. This individual will report to the Director of Development-Capital Giving and will work collegially with other members of the professional development staff in planning and execution of the college's advancement program. Applicants must possess a bachelor's degree; three years or more of development experience, preferably in higher education; strong interpersonal skills; knowledge of major gift programs and prospect muniquement systems; excellent writing abilities; and an understanding and appreciation of liberal education.

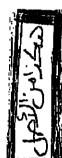
and appreciation of thereta education.

A highly selective liberal arts college of 1200 students, Lawrence ranks among the best of America's small, private liberal arts colleges, consistently attracts students of highly quality and promise and is located in a thriving urban area of more than 170,000 people. Please send a letter of application and résumé, including three references, by April 15, 1092, to: Gregory A. Volk, Director of Development-Capital Giving, Lawrence University, P. O. Box 509, Appleton, Wisconsin 45012-0599.

LAWRENCE UNIVERSITY Promotes Equal Opportunity For All.

sion students. The Director is expected to miliphin a high profile and to develop a positive rapport with the music reachers from a wide geographical area. The Director will also coordinate the curriculum and odvise attedents pursuings the Insuramental Conducting concentration in the Master of Music in Music Education degree. Other duties may include teaching applied music, supervision of practice teachers, and teaching coursework depending upon candisind other surporting materials to: Dr. Richard E. Goodstein, Director of Bands, Holtstendorff Center—Band Room, Cleans and John Loop an

Music: The University of Minnesota, Du-luth, Department of Music seeks an indi-vidual to fill a one-year sabbatical ranjace-ment; threet Coacert Chorale, vocal jazz ensemble, and teach applied voice lessons. Muster's degree in music, three years'





Cooperative Extension Service University of Alaska Fairbanks

DIRECTOR

to University of Alisky Faitherits invites frommations and applications for the action of Director, Cooperative Lytension Service OSITION: The Director reports to the Vior Chain effor for Academic Atlants and is a either of the Chain effors I resultive Control and the Bean's Council The Director responsible for the administration of all aspects of the Cooperative Extension rivae and represents the Cooperative I stension Service at the state, regional and itomal levels.

enconsistatives include program development and implementation, formulation and arrogement of budgets, employment, evaluation and promotion, relationships with motitional groups, and maintaining cooperative relationships with departments, dieges and schools, and university campuses.

re Director is responsible for 25 faculty and 65 staff dispersed throughout urban and rail communities covering a land mass one-fifth the size of the continental United

are shown in the committed to innovative and dynamic programs and leadership are achieved by the aggressive pursuit of both traditional and new non-raditional ources of funding. Must be are and insignative using technology and modern divery systems, and effectively utilize human resources through communication of delegation of authority to widely dispersed largity.

th delegation of authority to widely dispersed tarulty.

UALIFICATIONS: Requirements for the position are no earned Distorate and galakity for faculty rank and lenure in an appropriate distipline. The successful includes must have a thorough understanding of the multiple responsibilities of a rid grant university including oversian functions, community resource development, agriculture, energy, lonestry, natural resource, 4-11 and youth development, id home-scoronides. The Director is required to have the capacity to conceptualize a short for the Intuition the Alaska Cooperative Extension Service utilizing the needs the chentele and the neources of the university, and to be communited to enhancing to professional growth and development of baculty and staff.

ne candidate abould have a strong interest in and knowledge of extension adminis-ation, demonstrated accomplishements in his/her professional discipline, and a doc-que tell record of leadership and academic or equivalent professional accomplish-ents that includes administrative experience and strong skills in planning, commu-cation and organization, and, demonstrated ability to represent the university in threach to diverse multi-cultural constituencies.

ALARY: Competitive and commensurate with experience RPECTED SELECTION OF DIRECTOR: JULY 1, 1992

PPLICATIONS/NOMINATIONS: Letters of normination or letters of applications the surrent tile and the names, addresses and phone numbers of four references pould be sent to. Search Committee Clair, Kanald K. Dearborn, Director, Sea Count tallege Program, 139 inving ft, University of Alaksa Fatthwise, Jacksay, AA, 9975-110, 1997) 474-7086. Numinations and applications should be postmarked by April 1. 1992.

arsons hired by the University of Alaska must comply with the 1986 immigration ontrol Act and are expected to possess a valid social accurity number. Finalist splications with the university may be subject to public disclosure.

THE UNIVERSITY OF ALASKA IS AN EEO/AA EMPLOYER AND EDUCATIONAL INSTITUTION.

AUSTIN COLLEGE Director of Academic Computing

osponsibilities: To direct academic computing program, tacilities oil staff; to assist faculty in planning and implementing computer-sisted instruction and research; and to coordinate purchase and use

equirements: Advanced degree(s) preferred with possibility of lacul-gapointment; instructional computing experience, preferably in a head arts environment; superior communication skills; proficiency lith varied computer hardware and software.

lustin College's academic computing resources include IBM PCs, facinioshes, UNIX-based workstations and a DEC PDP 11/44 with lans for installation of a VAX-based campus-wide Ethernet network. astiton available July 1, 1992. Send application, e.v., transcripts and tree recent letters of reference to Dr. David Jordan, Vice President for cademic Affairs, Austin College, P. O. Box 1177, Sherman, TX 75091-177. Review of applications will begin April 1. EOE.

ict Augustana College, Sioux Falls, th Dekota la seeking to fill a lecureble position as Assistant Professor of sic (Director of Choral Ensembles) being Sentember 1992. Responsibilities take conducting the two major choral enderships considering sentember 1992. Responsibilities take conducting the two major choral enhiges treating consures in an uraci of critical enterphic professor and a limited voice studio. Must an active recruiter: Earned doctorate in an music preferred; ABD's considered, coessiul experience in choral conducting ured and knowledge of church litrary, and literature and Lutheran choral practices shall an experience of church litrary, and literature and Lutheran choral practices shall an experience to continued ifersional and ortistic growth and to the size of a church-related liberal arts college. isic (Director of Choral Ensemblas) bening September 1992. Responsibilities
hade conducting the two major choral
enthies, teaching courses in an usea of
erthe and a limited voice studio. Must
an active recruiter. Earned doctorate in
vial music preferred; A BD's considered.
Icessful experience in choral conducting
utred and knowledge of church liturgy,
runl literature and Lutheran choral practice assemila. A commitment to continued
ifessional and artistic growth and to the
usbin of a church-related liberal arts colexpected, interested applicants should
unit; formal letter of application, vita,
iluate transcripts (direct from Regilr's Offico), names, telephone numbers
identicles of three current referencea
rets optional to; Jeanne Kruse, Adminmilve Assistant, Offico of Academic Af3, Augustana College, Siona Falls,
Jili Dakols 57897. Preference given to
illeations received prior to April 15,
p2. EOE/AA.

isk: The University of New Mexico. Deiment of Music, invites applications for
Department Chair position, tenured
Professor, Earned Dectorate in Music,
equivalear, Record of professional
invement viscolarly research and crere activities qualifying for appointment
the Full Professor make proven record of
cessful administrative and teaching extonce in higher education; experience in
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demic clements of a department of muincluding fund raising and grant-writing
perience as well as experience in finaninaticular skills. Provide musical, scholy, educational, and administrative leadhip and support as well as a long-range
joa of the Department for the future;
price acadenic, personnel, curricular,
succial, and administrative mutters of the
portment; coordinate and support outch activities between the Department
ji he community and public schools; inding student development and recruitnit possibly leach in the areals) of experof the capildate. Applications must indes statement of personal publicacyty of
ication/music education and of adminisrive vision and style within a department

Attache Augustana College, Sioux Falls, Sauth Dakota is seeking to fill a tenureolialible position as Assistant Professor of Music beginning September 1992. A performer/teacher responsible for the clarinet
studio, director of the jazz band and reaching related courses in woodwind pedagoay
and fazz history. Also couch woodwind ensemicles as needed. Active recruiting expected. Earned doctorate in woodwind performance with strong emphasis on past directorship of a lozz program. ABD's considered. A commitment rectorship of a lozz program. ABD's considered. A commainment to continued professional and artistic growth and to the mission of a church-related liberal arts college especied. Injurated applicants should suburil: formal letter of application, vita, aradinic strusscribit, (direct from Registrar's Office), manes, telephone numbers and identifies of three current references (letters optional) to: Jeanne Kruse, Administration Assistani, Office of Acministration Assistani, Office of Acministration and Actor 57197. Preference given to applications received prior to April 15, 1992. EOE/AA.

Musicr Assistant Professor of Fieno, full-time, tenure-track, beginning August 1, 1992. Teach undergraduate and graduate apolled plano, literature, and pedagogy, Responsibilities will include solo and claumber music performances and related promotional and recrutiment activities. Qualifications: advanced degrees in piano or equivalent in professional experience; success as college teacher, solo chamber music performer. Salary commensurate with experience. Send latter of application, custoffice performer. Salary commensurate with experience. Send latter of application, custoffice performer to: Roland M. Carler, Head, Cadek Department of Music, The University of Tannes.



ASSOCIATE DIRECTOR OF ADMISSIONS **ADMISSIONS COUNSELOR**

ADMISSIONS COUNSELOR-10 MONTH

Fitchburg State College invites application for three positions in the Admissions Office.

The Associate Director position will include responsibilities in planning, supervision and evaluation of the Admissions Program of the College. The successful candidate must pussess a Master's Degree and a minimum of three years of full time Admissions experience at the college or university level Qualifications must include excellent written and oral communication skills, publications development, statistical data reporting and computer applications.

The Admissions Counselor positions (2) include responsibilities in recruit-nent travel, application decision making, reception planning, and develop-ment of outreach efforts with high school guidance personnel. Qualitications being sought would include experience in minority and non-traditional stu-dent recruitment. A Bachelor's degree is required and past Admissions expe-tions of behald.

Salary and benefits are competitive and commensurate with experience. Letters of application, resume and the names and addresses of five professional references by April 17 or until the position is filled to:

Director of Personnel Fitchburg State College 160 Pearl Street Filchburg, MA 01420

AN EQUAL OPPORTUNITY, ATTIRMATIVE ACTION EMPLOYER المستعر استحرج المجر الألفارية عملا ويمارا فالمرافية ويتمان ويتمان وينابي



The University of Tennessee, Knoxville

PROGRAM ADVISOR FRATERNITY AFFAIRS

The Dean of Students Office at The University of Tennessee, Knoxville is in the process of identifying candidates for the position of Program Advisor—Fraternity Affairs.

Qualifications: Bachetor's degree required. Master's degree preferred. Demonstrated experience in fruiernity affairs, either as advisor or national fraternity representative. Starting Date: August 1, 1992.

Salary: Commensurate with education and experience. To qualify as a candidate for the position, a resume and list of three references should be received at the following address by 5:00 p.m., Friday, March 27, 1992; however, applications will be accepted until position is filled.

Mr. W. Timothy Rogers Associate Dean of Students 413 Student Services Building Knowlile, TN 37996-0248

UTK is an EEO/AA/Title IX/Section 504/ADA Employer.

DIRECTOR OF LIBRARY

A Master's degree in Library Science, or an academic area plus administrative experience at the post-accondary level is required. Demonstrated understanding of and commitment to the philosophy of the comprehensive community college. Sufficient teaching experience, preferably at the post-secondary level, to demonstrate understanding of and commitment to the teaching/learning process. Demonstrated commitment to use of learning resources, library, and technology as extensions to augment the instructional process. Experience, preferably at the community college or other post-secondary level, in library and monitoring in a post-secondary environment. Excellent leadership, supervision, and interpersonal skills.

Applications will be accepted until the position is filled, Beginning Date: July 1, 1992. Beginning minimum salary \$38,284. In addition to a resume, applicants should submit a letter of application which addresses how they meet the above-listed criteria to:

Mr. William J. Hafer Dean, Human Resources South Suburban College 15800 South State Street South Holland, IL 60473

see at Chattanooga, Chattanooga, Teanca-see 37403. Application deadline: April 17, 1992 or until filted. Women and minorities are encouraged to aprely. An EEO/AA/Title IX/Section 504 employer. EEO/AA/Title IX/Section 504 employer.

Musici Piano Teacher/Ariisi. Non-tenure irac's position. Beginning August. 1992. Toaching applied plano, assist with the interactional Piano Competition, melatain active on and off Campus performing schedule, recruit. Master's Degree required. Declarate preferred, National (international preferred) reputation as a solo and chamber performer, studio teaching experience. Satary is competitive. Applicants about submit a cover letter, resumé, three letters of recom mandation and a performance tape (please include a soff-addressed stamped envelope for the return of your inpo) to: Dr. Ray A. Melizahn, Dean, School of Aris and Sciences, Missouri Southern State College, Joyalo, Missouri 64801-1595. ElloyaA employer.

ments: Earned doctorate in muste education. Minimum of five years college teaching experience in general and choral muste education. Minimum of three years of successful teaching the education. Minimum of three years of successful teaching at the elementary/secondary application at the elementary/secondary applications in muste education (computer and Minimum education). Candidates are expected to have the ability to recruit muste students; to work with public school muste teachers and administrators: to possess excellent musted shills; and to have expertise in current methodologies and learning theories. A sustained record of scholarity achievement/seconglishments is expected. Starting date is September 1, 1992; and effer of application, and official transcripts for Chair, Justice Education (computer in Secial Work, and selected upper division and arduate courses in other acasin Oshkosh, Oshkosh, Wisconsis 4901.

An alphabetical list of all homisees and anoplicants, without differentiation, may be released following the closing date. The University of Wisconsin Oshkosh is a campus of 11,000 students located in the Fox River Valley of nordeastern Wisconsis and Minaneagolis, The University's Equility Development. Fund supports professional



COMBINED PLAN COORDINATOR SCHOOL OF ENGINEERING AND APPLIED SCIENCE

The Combined Plan is a live-year joint undergraduate degree program between the School of Engineering and Applied Science and some ninety liberal arts colleges located nationwide. Students completing the program receive both a liberal arts degree and a bachelor of science degree in engineering.

The Combined Plan Coordinator will be responsible for managing all phases of recruitment, admissions, academic advisement, and on-campus programming for Combined Plan students. The Coordinator is the principal flaison officer to the liberal arts colleges, the Engineering Faculty, and the student offices at Columbia.

A bachelor's degree is required. A graduate degree is preferred and may be considered for part of the experience requirement. At least three years of progressively responsible experience in student affairs or admissions is required. National travel and a driver's license are necessary. We offer a competitive salary and a wide range of benefits. Interested candidates are invited to write to: Joseph lenuso, Director of Admissions, School of Engineering and Applied Science, Columbia University, 530 S.W. Mudd, 500 West 120th Street, New York, NY 10027.

COLUMBIA UNIVERSITY

Columbia University is an affirmative action/equal opportunity employer

WASHINGTON STATE UNIVERSITY PULLMAN

CAMPUS POLICE CHIEF

POSITION: Administrative/Professional, Pull-lime, SALARY: DOL. POSITION: Administrative/Professional, Pull-time, SALARY: DOE. DESCRIPTION: Directs activities and mission of university police department staffed by 16 full-time, commissioned officers. Officers are uniformed, carry side arms, and have full powers of arrest. QUALIFICATIONS: Bachelor's degree Criminal Justice, Public or Business Administration, or related fleid: record of progressive responsibility in law enforcement; proven management, leadership, and communication skills; thorough knowledge of progressive police administration; must possess or meet eligibility for Washington State Certification; must be free of any felony convictions and posses valid motor vehicle driver's ilcense; additional education, professional training, and/or experience in a university desirable. experience in a university desirable.

Send letter of application, résumé, and three letters of recommenda

Search Committee Chair Campus Police Chief Safety Division, Safety Bulking Washington State University Pullman, WA 99164-7300

Application deadline is May 15, 1992. Anticipated starting date is September 1, 1992. Applications will receive a complete Notice of Vacancy.

VASHINOTON STATE UNIVERSITY IS AN EQUAL OPPORTUNITY, AFTRI-ATIVE ACTION EDUCATOR AND EMPLOYER. We encounage members of ethnic minorities, women, Vietnam-ena or disabled referens, persons of disability and/or persons between the ages of 40-70 to apply.

growth. The University of Wisconsin Oshkosh is an Affirmative Action, Equal Opportunity Employer.

Music Education: Choral and Music Education. The Oshio State University (Lima Resional Campus) Invites qualified upplications for a full-time, tenure-Irac applications for a full-time, tenure-Irac applications of a full-time, tenure-Irac applications of a full-time, tenure-Irac applications. The successful candidate will teach course in music education, which may include fundamentals of music, elementary music methods, and class piano for non-majors at the undergraduate and graduate teaching. A letter of application, commented to the conducting choral ensembles and may include directing musical theater productions. Candidate is expected to erugage in scholarly and service activities commensuportunity Employer.

Music Education: Choral and Music Education. The Ohio State University (Lins Resional Campus) invites qualified upplications for a full-time, lenure-irack oppointment at the rank of Assistant Professor beginning September 1992. Description of position: The successful candidate will leach courses in music education, which may include fundamentals of music, elementary music methods, and class piano for non-majors at the undergraduate and araduate levels. Assumment also includes conducting choral ensembles and may include directing musical theater productions. Candidate is expected to engage and experience Qualification in the School of Music of a major research institution. Salary commensurate with faculty status in the School of Music of Music Caucition required. A minimum of three years of successful teaching the conduct of the supplemental of the suppl

sy (Vacancy UAC.124). The Department of Anthropology teaches the subject Anthropology and Linguistics. As a whole, the Department and its staff have a Pacific focus. Within anthropology, the sub-disciplines of archaeology, biological nathropology, ethnomusicology and social authropology are provided for by a staff of M. Ethnomusicology is taught fointly in the Anthropology and Music Departments by two staff mombers. The Anthropology be partment houses the Archive of Maori and Pacific Music, which has catesive boldings of tapes and some audiovisual malestals covering New Zealand, Tropical Rolynesia, Melanesia and Micronesia; these holdings represent the world's largest collection from this region. The archive is unported by modern studio and field recording equipment and a staff comprising a rechnician and a half-time arctivel subjection from this region. The archive facility and inchnical and a staff comprising a rechnician and a half-time arctivel authreact Applicants must have advanced qualifications plus research and teaching experience in enhomousticology. Experience in sound archiving would be an advantage and preference may be given to a candidate with a research interest in the Pacific Commencing salary will be established with the range \$NZSZOOSNZEO,944 per annum. Conditions of Applitication are available from the Assistant Registrar, Academic Application are available from the Assistant Registrar, Academic Application are available from the Assistant Registrar, Academic Application are available from the Bag, Auckland, to whom application about the forwarded by 25 May 1992.

DIRECTOR OF STUDENT LIFE AND REVENUE SERVICES

BULLETIN BOARD: Positions available

Oueens College Student Union

wanted: Energetic, creative, motivated individual.

SETTING: The Student Union is located on the 76-acre campus of Queens College, City University of New York, serving the needs of a diverse multicultural student population of over

CHALLENGE: To direct the Student Life Office of the Queens College Student Union, including the planning and execution of comprehensive activities, student development, advisement and public relations program. Working with the College Union Programming Board, leadership programs, orientation and campus student organizations, provides the Director with incentive to make this a rewarding position. Responsible for the administration of all revenue producing areas including the Parking Garage, Game Room, and the Copy Center. Supervise the Reservations Department, student managers, and area atthe Reservations Department, student managers, and area at-tendants. Serve as Purchasing Officer for the Student Union and a contract administrator for various contracts including maintenance, equipment, and service contracts.

REQUIREMENTS: Bachelor's degree required, Master's preferred and a minimum of four years' directly related experience. Ability to work with diverse populations, and a high level of initiative, enthusiasm, and creative energy with excellent interpersonal relations skills.

SALARY: Salary open with excellent benefits.

APPLICATIONS: Review of applicants will begin Friday, April 24, 1992, and remain open until a successful candidate is chosen. Send résumés to:

> Dr. Paul M. Simon, Executive Director Queens College Student Union 65-30 Kissena Boulevard Flushing, NY 11367

Will accept résumés and interview at ACPA & ACU-I.

AA/EOE

Director. Counseling and Psychological Services Center including **Disability Services**

West Virginia University, one of only 38 public universities in the United States that serves as both a research and a land-grant institution, is accreting for a person qualified by tailing and algorithm experiences to be the Director of the Counseling and Psychological Services Center/Dispelling Services stanting July 1, 1992. WVU consists of 15 schools and colleges and serves over 22,000 students.

The Center has an APA approved Internship Training Program in Professional Psycholo . The staff includes nine dioctoral and three master's level individuals with an average of elve years' experience with college students

QUALIFICATIONS: Doctorals from an APA accredited training program and internship, five years' experience including three years' experience in actionistation in a university consesting center with an APA accredited internship program, Exenable in West Viginia, experience with student disabilities services, and consultation experience with a variety services and departments throughout a university community. Opportunity for faculty appointment and teaching in APA accredited doctoral programs in clinical and counseling supplications.

rsychology. Women and members of minoraties including persons with disabilities are encouraged to apply. Salary is negotiable

Application Process. Submit a letter of application with vita Request three letters of ecommendation be submitted to the chair. Deadline: Screening of applicants will begin the letters. Nominations and applications should be sent to Neil Bolyard, Chair, Search Committee for Director of CPSC, P. O. Box 6004 West Virginia University, Morganizaun, West Virginia, 26506-6004.

WEST VIRGINIA UNIVERSITY IS AN EQUAL OPPORTUNITY. AFFIRMATIVE ACTION EMPLOYER

Please quote Vacancy Number UAC.124 in all correspondence. The University of Auckland is an Equal Employment Opportunity Employer.

Neuroscience: Assistant Professor—Department of Apesthesiology, Medical Colege of Virginie, Virginia Commonwealth Indiversity, invites applications for person to conduct research in collaboration with study investigators, utilizing automatications and electrophysiological techniques, to study physiological and pathonical basis of path. Supervise techniques idages, to study physiokosical each idages, to study physiokosical and pathological basis of rain. Supervise technique staff. Requirements: Ph. D. neurophysiology, and must have conducted research involving architecturery amino acid neurotransmission in the neuropathology techniques, specifically including 14c-2-deoxyglucose malabolic mapping and 3H-pholodo ester binding assays; and have sufficient knowledge of the anatomy of rai spring cord and ordin in order to analyze autoradiographic images; have research experience with single unit electrophysiological recording in sound cord and brain of small animals; have experience using SAS programs and surreriving technical staff. Experience must have included scientific and clinical aspects of pain, included scientific and clinical aspects of pain, included scientific and clinical aspects of pain, included scientific and clinical aspects of pain. Hours: 9:00 a.m. to 6:00 p.m. Wasse scad résumé to The Chronicle of titaber flucation, Box 28-104. Viginia Commonwealth University is an Equal Opportunity, Affirmative Action Employer. Women and minorities are encouraged to apply.

tion in Adult Health or Medical-Surgang. Teaching ever/sonce in graduale education and nurse practitioner skills are referred. Rapks, for all positions; is commensurate with education and experience. Positions available August 24, 1992. April cations received until April 10th or until positions are filled. Send letter of application, vita, and three references to: Professor Lesile Rittenmeyer, Chair. Search Committee, Department of Nursias, Purdue University Calumet, Hammond, Indiana 46323. An Equal Opportunity. Affirmative Action Employer.

tive Action Employer.

Nursing: Forward thinking, energetic loadership sought for a baccalaureste nursing program in the exciting Internountain West. Applications being accepted for the position of Program Director in a baccalaureste program which has 90 basic sudents, 60 RN advenced placement students, and 13 full-time faculty. Position reports to the Associate Dean/Chair, Department of Nursing. Demonstrated competence in baccalaureste teaching, research and community service required. Moster's in pursing and doctorate in sursing or related field required. Contract to begin August 10, 1992. Salary and rank commensurate with experience and qualifications. Deadline April 1, 1992. Constact Chalmun. Department of Nursing, Boise State University Boise, Idaha 23725; (208) 385-3900. Equal



PROGRAM SPECIALIST

PROGRAM SPECIALIST
for the Mountain Plains Regional
Resource Center at Ulah Stale University. Specialist will assist state
and local education agencies in developing quelity programs and services for infants, toddiers, children,
and youth with disabilities and their
families. Requires earned doctorate
or mester a degree in special educa
tion or closely related field; working
knowledge and experience in implementing PL 94-142 and its amendments, demonstrated experience in
consultation, inservice training, validated instructional techniques and
delivering technical assistence Extensive travel is required. Salary negobbole, commensurate with qualifications and experience. Closing
date: 4/15/92 or until filled Position
will begin June, 1992. Send letter of
application, résumé or vits, and
names, addresses and phone numbers of at least three references to:
Marilyn Jascks, Assielani to the Diractor. Center for Persons with Dieabilities, Uten State University, Logan, UT 84322-6800. USU te an AA/
EO Employer

University of the District of Columbia Director of Intercollegiate Athletics

Responsibilities: The Director of Intercollegiate Athletics is responsible for the policy formulation, budgeting, fiscal management, staffing, and the planning, development, implementation, and evaluation of an ongoing intercollegiate athletics program at the

Qualifications: A minimum of six years of experience is required, including three years as an athletics director or in a position that ordinarily prepares a professional sports administrator to direct an athletic program. The three years of general experience required must have included administrative management, personnel management, budget preparation, fiscal management, and the development of knowledge of the principles of leadership. Successful applicant serves at the pleasure of the President, and the selected will be required to be a honafide resident of the District of Columbia. or become a bonafide resident within 180 days from the effective date of appointment, and shall maintain such residence for the duration of the employment. Failure to become a District resident or to maintain District residency shall result in forfeiture of the position to which the incumbent has been appointed.



Salary Range: \$49,715-\$63,050 per year. Applicants should submit a resume by April 10, 1992, to:

University of the District of Columbia Office of Personnel Management and Development, MB4804 4200 Connecticut Avenue, N.W. Washington, D.C. 20008

UDC is an Equal Opportunity, Affirmative Action Employer

DIRECTOR OF **PUBLIC INFORMATION**

The University of Maryland at College Park seeks applications for Director of Public Information. The Director reports to the Vice President for Institutional Advancement and is responsible for coordinating all public relations, public Information and media relations programs for the campus. The Director also serves as University spokesperson with all media.

Candidates should possess an undergraduate degree in journalism, public relations, or a related field, and seven or more years' experience in public or media relations. Also, candidates must be able to demonstrate the ability to manage successful media relations and strategic planning programs at a major academic institution. Additionally, the successful candidate will have excellent oral and written communication skills, as well as experience in managing a

Preferred qualifications include an advanced degree in a field related to public information and experience in working with print and electronic media in a major market

For best consideration, submit an application with names and addresses of three references by March 20, 1992, to:

Mr. Loren R. Taylor Office of Alumni Programs Rossborough Inn University of Maryland College Park, MD 20742-5425

The University of Maryland at College Park is an Affirmative Action and Equal Employment Opportunity Employer

Social Scientist, Urban Research The Social Science Research Council invites applications and nominations for one or two professional staff positions whose responsibilities would be to develop and administer a program in urban research. Applicants must have a Ph.D. in one of the social sciences and should have substantive interests related to inequality, poverty, and intergroup relations in American clies, comparative international research on cities, and/or research and policy on New York City.

New York City.

Duties would include: establishing and maintaining relationships with individual scholars, academic institutions, foundations, and other organizations; preparing and negotationg grant proposals; planning seminars, workshops, and conferences, and overseeing fellowship and grants competitions. Individuals with significant experience in teaching, research, program implementation and/or administration are encouraged to apply. The Council strongly encourage minurity candidates to apply.

Council entains are expenses with experience and condifications.

Council salaries are commensurate with experience and qualifications, rovisions are made to enable professional staff to continue their professional

evelopment while at the Council. We would like to fill this position by September 1, 1992. However, we will accept applications from candidates who need to begin at a later date. Candidates should submit a letter of application, curticulum vitae, samples of written published work, and names of three professional references. Nonlinations and application materials should be addressed to:

Office of the President Urban Staff Search Social Science Research Council New York, NY 10158

The Social Science Research Council is an Equal Opportunity Employer.



 ${f T}$ he most extensive listing anywhere of jobs available in higher education —

every week in The Chronicle.

Director, HITAHR

Hawaii Institute of Tropical Agriculture & Human Resources (HITAHR), College of Tropical Agriculture & Human Resources (CTAHR), 100%, non-tenure track to begin approximately October 1992. HITAHR amalgamates research & extension activities & the director must demonstrate a commitment to that concept. Provides executive leadership in planning, developing, implementing, & evaluating HITAHR programs. Involved heavily in policy formation & the overall admiristration of CTAHR using a balance of team work and initiative. REQUIRED: Ph.D. In an agricultural or food science, human resources, or a related biological, physical or applied social science or equivalent with at least five (5) years of experience in administration at the department/ college level dealing with research & extension programs or equivalent. Evidence of dynamic leadership, demonstrated planning, management, & communication skills & capacity for dealing effectively with agencies & organizations at the local, state & national level. DESIRABLE: Successful experience in administering programs in the land grant system; developing interdisciplinary, interfunctional programs in the land grant system; developing interdisciplinary, interfunctional programs in the land grant system; developing interdisciplinary, interfunctional programs or research & extension, securing extramural contracts/grants. MINIMUM SALARY: \$75,000/yr. Send application letter, résumé, & arrange to have 3 letters of reference sent to: Office of the Dean, CTAHR, 3050 Malle Way, Gilmore 202, Honolulu, Hi 96822 INQUIRIES: (808) 956-8234. CLOSING DATE: May 31, 1992. An equal opportunity, affirmative action institution. Minarity persons, women, veterans & physically challenged individuals are encouraged to apply.

MEN'S BASKETBALL COACH

West Virginia Westeyan College is seeking a coach for men's inter-collegiate basketball. Responsibilities would include recrulting, budget management, scheduling, planning, teaching and leading of players in practice and intercollegiate contests.

Teaching responsibilities will also be assigned. A Master's Degree and coaching experience are required. This is a non-lenure track, 10 month appointment.

Must be available by July 1, 1992, or sooner. Send application and résumé to: Dr. George Klebez Director of Athleiles West Virginia Wesleyan College Buckhannon, WV 26201

Deadline for application is MARCff 27, 1992. WV WESLEYAN IS AN AFFIRMATIVE ACTION,

ence is area of experitse required. Deadline April 1, 1992. Solary and rank commensu-nts with education and experience. Con-tor: Chairman, Department of Nursing, Boise State University, Boise, Idaho 83725; (208) 385-3900. EO/AA Institution.

Nursings Loyofa University New Origans, Innovative NLM accredited RN-to-BSN program with off-campus sites invites applicants for a full-time, academic year, tenuro track appointment effective Fall 1992. Expertise in community health, health promotion, family health aursing, or health assessment sought. Master's in Nursing required, doctorate preferred. Salary and mak commensurate with qualifications and experience. Send tetter of application and Application accepted until May 1, 1992 or until position filled. Loyofa is an Affirmative Action, Equal Opportunity Employer. Members of minority groups and men are encouraged to apply.

Nursing: Dynamic, creative faculty sought for tenury track positions in NLN-accred-

Master's in nursing and earned doctorate nursing or related field regulated. Clinic spectalist background in family or ment health nursing preferred, systemal-chill shill considered. Learning Center Coort calor, part-time, BN rectaired, also ava able. Sulary and rask commensurate wie experience. Available August 1992. Set résumé to Alene Horrison, Ed.D., R.N. Department of Nursing, Idaho State Ur versity, Pocatello, Idoho 83209. EQN:

Nursing: Four faculty positions available beautiful southern coastal city, academ health science center environment with us dergraduate, graduate program with monosed Ph.D. Positions available Fail. 199 Experienced faculty to teach adult health psychiatric mental health and communitieslib. Frimary assignment is undergradate curriculum, Ph.D. required with MSF Competitive salaries and faculty rank commensurate with education and experience. Direct inquires so: Dr. Sharon E. Hoffmar Dean, College of Nursing, Medical University of South Carolina, Charlestons, Charlestons, Charlestons, Charlestons, Charlestons, Charleston

Nursing: The Medical University of Sou Carolina, College of Nursing invites nor nations and applications for the position. Director of Research. Challenging coport. nity for established investigator. The Ceter for Nursing Research is in a union actiemte health actioned center in Charlesto South Carolina. Applicants must be on R with an earned Doctorate and significations are search experience and record of research experience and record of record o

Cooperative Extension Service University of Alaska Fairbanks

DIRECTOR

te University of Alaska Larbanks invites tournations and applications for the altion of Director, Cooperative Editorion Service PSITION: The Oriector reports to the Vice Chain effort Academo Attair and is a ember of the Chain effort Found and the Dean's Council. The Director responsible for the administration of all aspects of the Cooperative I dension typic and represents the Cooperative Extension Service at the state, regional and disoral levels.

reasonal extension below program development and implementation, formulation and imagement of budgets, employment, evaluation and promotion, relationships with instituted groups; and maintaining cooperative relationships with departments, dileges and schools, and university compuses.

e Director is responsible for 25 faruity and 65 staff dispersed throughout informand fal communities covering a land mass one fifth the size of the commental United

to Director intist be commuted to innovative and dynamic programs and leadership obe achieved by the aggressive pursuit of both traditional and new mon-traditional surces of funding. Must be creative and imaginative using technology and modern alvery systems, and effectively intitize human resources through communication and delegation of authority to widely dispersed faculty.

nd delegation of authority to widely dispersed faculty. UALIFICATIONS: Requirements for the position are an earned Poctorate and igfilidity for faculty rank and tenure in an appropriate discipline. The successful additate must have a thorough understanding of the multiple responsibilities of and grant indiversity including extension functions: community resource development, again diture, energy, forestay, natural resources, 4-11 and youth development, at home community. The little for increpting the have the capacity to conceptualize a stor for the future of the Alaska Cooperative f xtension between diffring the needs it be chemicle and the resources of the university, and to be committed to enhancing in probasional growth and development of racinity and staff.

the candidate should have a strong interest in and knowledge of extension adminis-lation, demonstrated accomplishments in history professional decapture, and a doc-no inside record or leadership and academic or equivalent professional accomplish-ents that includes administrative experience and strong skills in planning, commu-cation and arganization; and, demonstrated arbitry to represent the university in iteratic localization and constitution is a description of the constraints.

At ARY: Competitive and commensurate with experience. APECTED SELECTION OF DIRECTOR: JULY 1, 1992

APELICATIONS/NOMINATIONS: Letters of momination or letters of applications like current wite and the names, addresses and phone numbers of our references would be sent to: Search Committee Chair, Ronald K. Dzarbarn, Director, Sea Grant olkege Program, 138 Irsing IJ, University of Alaska Fairbanks. Fairbanks. Ak 99775-140; 6973 474-7066. Nondoatlons and applications should be postmarked by April 1842.

erapes bired by the University of Alaska must comply with the 1986 immigration control Act and are expected to possess a valid social security number. Pinalist applications with the university may be subject to public disclosure.

THE UNIVERSITY OF ALASKA IS AN EEO/AA EMPLOYER AND EDUCATIONAL INSTITUTION.

AUSTIN COLLEGE Director of Academic Computing

esponsibilities: To direct academic computing program, lacilities and stuff; to assist faculty in planning and implementing computer-cristed instruction and research; and to coordinate purchase and use

equirements: Advanced degree(s) preferred with possibility of facul-appointment, instructional computing experience, preferably in a heral arts environment; superior communication skills; proficiency ath varied computer hardware and software.

notin College's academic computing resources include IBM PCs, lacintoshes, UNIX-based workstations and a DEC PDP 1144 with lans for installation of a VAX-based compus-wide Ethernet network, osition available July 1, 1902. Send application, c.v., transcripts and aree recent letters of reference to Dr. David Jordan, Vice President for cademic Affairs, Austin College, P. O. Box 1177, Sherman, TX 75001-177, Review of applications will bogin April 1, EOE.

sicr Augustana College. Stort Falls, th Dakota is seeking to fill a tenurenible position as Assistana Professor of
fost tiDirector of Choral Ensembles) benung Seprember 1992. Responsibilities
lude conducting the two major choral
embles, teaching courses in an orea of
sertisal and a limited voice studio, Must
an active recruiter. Eurned doctorate
in all mustic preferred; ABD's considered
cessa(b) experience in choral conducting
suired and Loowledge of church liturgy,
sral literature and Lutherna choral pracressential. A commitment to continued
fession of a church-related liberal arts cole expected, interested melicanis simulation
mak: formal letter of pepilication via
dusts franscripts direct from Regisr's Office), names, telephone numbers
itematics of three current refereaces
ters optional) to: Jeanne Krise, Adminnative Assistant, Office of Acadomic Aih, Augustana College, Sloux Falls,
the Dakota is seeking to fill a tenuresite sensor and continued
fession of a charch-related liberal arts cole expected, interested application, via
fidentities of three current refereaces
ters optional) to: Jeanne Krise, Adminnative Assistant, Office of Acadomic Aih, Augustana College, Sloux Falls,
and liberation service of the lazz band and teaching
related courses in woodwind persenbles seeking to fill a tenurefield; three (3) current vite; current vites; current vites; current vites
three (4) current directly from the source of
agency. Applications will
continue. Review of applications will
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agency. Applications will
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materials to: Jane Baldwin, Secretary to
the Denn, Atteution: Music Cheir Search
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sics Tao University of New Mexico, Desiment of Music, invites applications for Department Chair position, tenured il Professor, Earned Decicars to a Music, equivalent. Record of professional invenentiascholarity research and create activities qualifying for appointment the Full Professor anni, proven record of excessful administrative and teaching existence in laber clueation; experience in Coordination of the diverse artistle and identic elements of a department of music fielding shad raison and grant-ortifing certence as well as experience in finantantic fielding shad raison and interpretance and complete the providence in the providence of the providence of the surpretance of the department of the future; state of the partment; coordinate and support out-the activities heat-own the Department, coordinate and support out-

rectorably of a jazz program. ABD's considered. A commitment to confined professional and artistic growth and to the massion of a church-related liberal arts college expected. Interested applicants should submit: formal letter of application, vita, graduate transcript (direct from Register's Office), names, telephone numbers and identities of three current references (letters options)) io: Jenne Kruse, Administrative Assistant, Office of Academic Affeirs, Augustant College, Sloux Palls, South Dakoto 57297. Preference given to applications received prior to April 15, 1992. EOE/AA.

Musics Assistent Professor of Plano, full-lime, tenure-track, beginning August 1, 1992. Teach undergraduate and graduate orphied plano, literature, and pedegosy. Responsibilities will Include salo and chamber music performances and related promotional and recruitment activities. Qualifications: advanced degree in riano or equivalent in professional experience; suc-cess as college teacher, solo chamber smu-sic performer. Salary commensume with experience. Send letter of application, cur-riculum vitae, and three lotters of reference to: Roland M. Carrer, Head, Cadek, Depart-ment of Music, The University of Tennes-



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ASSOCIATE DIRECTOR OF ADMISSIONS ADMISSIONS COUNSELOR

ADMISSIONS COUNSELOR-10 MONTH Fitchburg State College invites application for three positions in the Admis-

The Associate Director position will include responsibilities in planning, supervision and evaluation of the Admissions Program of the College. The successful candidate must prosess a Master's Degree and a minimum of three years of full time Admissions experience at the college or university level. Qualifications must include excellent written and oral communication skills, publications development, statistical data reporting and computer applications.

The Admissions Counselor positions (2) include responsibilities in recruitment travel, application decision making, reception planning, and development of intreach elions with high school guidance personnel. Qualifications being sought would include experience in minority and non-traditional student recruitment. A Bachelor's degree is required and past Admissions experience in behald. rience helpful.

Salary and benefits are competitive and commensurate with experience. Letters of application, resume and the names and achireses of five profes-sional references by April 17 or until the position is filled to:

Director of Personnel Fitchhurg State College 160 Pearl Street Fitchburg, MA 01420

AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER والملام والمساول والمساور والمسائل والمتازية والمتراوية والمورز والمتازية



The University of Tennessee, Knoxville PROGRAM ADVISOR FRATERNITY AFFAIRS

The Dean of Students Office at The University of Tennessee, Knoxville is in the process of identifying candidates for the position of Program Advisor—Fraternity Affairs.

Qualifications: Bachelor's degree required. Master's degree preferred. Demonstrated experience in fraternity affairs, either as advisor or national Starting Date: August 1, 1992.

Salary: Commensurate with education and experience. To qualify as a candidate for the position, a résumé and list of three references should be received at the following address by 5:00 p.m., Friday, March 27, 1992; however, applications will be accepted until position is filled.

Mr. W. Timothy Rogers Associate Dean of Students 413 Student Services Building Knoxville, TN 37996-0248

UTK is an EEO/AA/Title IX/Section 504/ADA Employer.

DIRECTOR OF LIBRARY

A Master's degree in Library Science, or an academic area plus administrative experience at the post-secondary level is required. Demonstrated understanding of and commitment to the philosophy of the comprehensive community college. Sufficient teaching experience, preferably at the post-secondary level, to demonstrate understanding of and commitment to the teaching/learning process. Demonstrated commitment to use of learning resources, library, and technology as extensions to augment the instructional process. Experience, preferably at the community college or other post-secondary level, in library and monitoring in a post-secondary environment. Excellent leadership, supervision, and interpersonal skills.

Applications will be accented until the position is filled Register.

Applications will be accepted until the position is filled. Beginning Date: July 1, 1992. Beginning minimum salary \$36,284. In addition to a resume, applicants should submit a letter of application which addresses how they meet the above-listed criteria to:

Mr. William J. Hafer Dean, Human Resources South Suburban College 15800 South State Street South Holland, IL 60473

see at Chattanoga, Chattanoga, Tennessee 37403. Application deading: April 17, 1992 or until filled. Women and minorities are encouraged to apply. An EEO/AA/Title IX/Section 504 employer.

IX/Section 504 employer.

ments: Enrand doctorate in music education. Minimum of five years college feaching applied planina August, 1992. Teaching applied planina active on and off campus performan schedule, recruit. Maintain futernational preferred, National International preferred i reputation as a solo and chamber performer, studio teaching experience. Salary is compositive. Applicants should submit a cover letter, résumé, three letters of recommendation and performance tape (pleuse include a soli-addressed stamped circulate include a soli-addressed stamped circulate include a soli-addressed stamped circulate and soli-addressed stamped circulate and salids; and to have appetite. In current methodologies and envelope for the return of your most teachers and administrators; to possess accelent musical skills; and to have appetite. In current methodologies and envelope for the return of your most teaching are expected to have the ability to recruit and submit a cover letter, résumé, three letters of reaching are expected in musica skills; and to have appetite. In current methodologies and envelope for the return of your most teaching are expected to have the ability to recruit and Environment and administrators; to possess accelent musical skills; and to have appetite. In current methodologies and expected shalles, and to have appetite. In current methodologies and envelope for the return of your most teaching and administrators; to possess accelent musical skills; and to have appetite. In current methodologies and expected shalles, and of the comment and the comment of

Music History: Ithaca College School of Music announces a full-time, non-tenure eligible position in music history and literature at the rank of Assistant Professor for the academic year 1992-93. This appointment may be renewed, Duties include

of Anthropology teaches the subjects As-thropology and Linguistics, As a whole, the Department and its staff have a Pacific fo-cus. Within anthropology, the sub-discr-plines of archaeology, biological anthropol-ogy, ethnomustcology and social anthropol-ogy, ethnomustcology and social anthropol-pology are provided for by a staff of M-Ethnomustcology is raught jointly in the Anthropology and Music Denarment by

DIRECTOR OF STUDENT LIFE COMBINED PLAN COORDINATOR AND REVENUE SERVICES

SCHOOL OF ENGINEERING AND APPLIED SCIENCE The Combined Plan is a five-year joint undergraduate degree

program between the School of Engineering and Applied Science and some ninety liberal arts colleges located nationwide. Students completing the program receive both a liberal arts degree and a bachelor of science degree in engineering.

The Combined Plan Coordinator will be responsible for managing all phases of recruitment, admissions, academic advisement, and on-campus programming for Combined Plan students. The Coordinator is the principal liaison officer to the liberal arts colleges, the Engineering Faculty, and the student offices at Columbia.

A bachelor's degree is required. A graduate degree is preferred and may be considered for part of the experience requirement. At least three years of progressively responsible experience in student affairs or admissions is required. National travel and a driver's license are necessary. We offer a competitive salary and a wide range of benefits. Interested candidates are invited to write to: Joseph lenuso, Director of Admissions, School of Engineering and Applied Science, Columbia University, 530 S.W. Mudd, 500 West 120th Street, New York, NY 10027.

COLUMBIA UNIVERSITY

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WASHINGTON STATE UNIVERSITY PULLMAN

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DESCRIPTION: Directs activities and mission of university police department staffed by 16 full-time, commissioned officers. Officers are uniformed, carry side arms, and have full powers of arrest. QUALIFICATIONS: Bachelor's degree Criminal Justice, Public or Business Administration, or related field; record of progressive responsibility in law enforcement; proven management, leadership, and communication skills; thorough knowledge of progressive police administration must possess or meet eligibility for Washington State Certification must possess or meet eligibility for Washington State Certification must possess and felony convictions and posses valid motor vehicle driver's license; additional education, professional training, and/or experience in a university desirable. experience in a university desirable.

Send letter of application, résumé, and three letters of recommenda

Search Committee Chair Campus Police Chief Safety Division, Safety Building Washington State University Pullman, WA 99 164-7300

Application deadline is May 15, 1992. Anticipated starting date is September 1, 1992. Applications will receive a complete Notice of Vacancy.

WASHINGTON STATE UNIVERSITY IS AN EQUAL OPPORTUNITY, AFFRM-ATIVE ACTION EDUCATOR AND EMPLOYER. We encourage members of clinic minorities, women, Vietnam-em or disabled belenns, persons of disability and/or persons between the ages of 40-70 to apply.

<u>Capanapab daga bab apanapanapah apan gapan papah papapapan daga papapapapan apanapapanaga</u>.

arowth. The University of Wisconsin Oshkosh is an Alfarmative Action. Equal Opportunity Employer.

Music Education: Choral and Music Education. The Ohio State University (Lima Resional Campus) invites qualified applications for a full-time, tenure-track appointment at the rank of Assistant Frufessor bealonging Seplember 1992. Description of
position: The successful candidate will
teach courses in music education, which
may include fundamentals of music, elementary music methods, and clava pinoufor non-majors at the undergraduate and may include directing musical theater productions. Candidate is expected to engage in
scholarly and service activiles commensurate with fearly telance in the Section of Music, thace College is an Equal Opportunity. Affirmative Action Employer. kosh is an Affirmative Action, Equal (p. portunity Employer.

Music Education: Choral and Music Education. The Ohio State University (Lima Regional Campus) invites qualified applications for a full-time, tenure-track appointment at the rank of Assistant Professor bealinging September 1992. Description of position: The successful candidate will teach courses in music education, which may include fundamentals of music, elementary music methods, and class pinno for non-majors at the undersanduate and graduate levels. Assignment also includes conducting choral ensembles and may include directing musical theater productions. Candidate is expected to engage in scholarly and service activates commensurate with faculity staus in the School of Music of a major research institution. Salary commensurate with faculity staus in the School of Music of a major research institution. Salary commensurate with faculity staus in the School of Music of a major research institution. Salary commensurate with faculity staus in the School of Music of a major research institution. Salary commensurate with faculity areas in successful teaching K-12 is mandatury. Expertise in chural directing required. Preference will be given to candidates with expertise in musical theater. General description: The Lima Campus of The Ohio State University Is located womites northwest of Columbus, Ohio, in a metropolitan area of 160,000 people. There are approximately 1,500 students and 45 full-time faculty. Offerings include two-year programs in many academic disciplines, undergraduate courses in other academic disciplines. Applications, Send a leiter of application, a current resume, and three letters of reference to: Friilip A. Heath, Associate Deau, The Ohio State University is an Affirmative Action. Equal Opportunity Employer.

Nursing Purdue University Calumet, De-puturent of Nursing, Purdue University Calumet is seekles qualified applicants for three teame track positions in its NLN ac-credited mights programs. Two full-time understanding positions are available; one

REOUIREMENTS: Bachelor's degree required, Master's preferred and a minimum of four years' directly related experi-ence. Ability to work with diverse populations, and a high level of initiative, enthusiasm, and creative energy with excellent SALARY: Salary open with excellent benefits. APPLICATIONS: Review of applicants will begin Friday, April 24, 1992, and remain open until a successful candidate is

> Dr. Paul M. Simon, Executive Director Queens College Student Union 65-30 Kissena Boulevard Flushing, NY 11367

Will accept resumes and interview at ACPA & ACU-I.

RULLETIN BOARD: Positions available

Oueens College Student Union

WANTED: Energetic, creative, motivated individual.

nance, equipment, and service contracts.

interpersonal relations skills.

chosen. Send résumés to:

AA/EOE

Director, Counseling and Psychological Services Center including **Disability Services**

Was Virginia University, one of only 38 public universities in the United States that serves as both a research and a land grant institution, is exacting for a person qualified by nating and significant experiences to be the Director of the Counseling and Psychological Services Control Results Services Control Results (Services Control Results) Services and serves over 22,000 students

coughs and serves over 22,000 students. The Center has an APA approved internship Training Program in Professional Psychology. The stall includes nine doctoral and three master's level including with an inversor of over vietre years' experience with codege students.

QUALIFICATIONS: Discharate from an APA according training program and internship be years' experience in clinical internship program, it consider in which years are considered in the studentship program, it consider in West Virginia, experience with an APA according intenship program, it consider in West Virginia, experience with student dischibities services, and consultation experience with a variety of services and departments throughout in university community. Opportunity for faculty appointment and teaching in APA accordingly document and teaching in APA accordingly to faculty appointment and teaching in APA accordingly to the program and inclinical and counseling psychology.

Women and members of intensities inclinities program with disabilities are accounteded to

Application Process: Submit a letter of application with vita Request three letters of formandation be submitted to the chair Deadline. Screening of applicants will begin formal 15, 1992.

Numinations and applications should be sent to Neil Bolyard, Chair, Search Committee for Director of CPSC, P. O. Box 6004 West Virginia University, Mongantown, West Virginia, 28506-5004

WEST VIRGINIA UNIVERSITY IS AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER

and electrophysiological techniques, to study physiological and pathological basis of pain. Supervise technique saff, Requiremanis; Ph.D. neurophysiology, and must have conducted research involving excitatory amino acid neurotransission in the neuropathology techniques, specifically including 14c-2-deoxyglucose metabolic mapping and 3H-phobol ester badding assay; and have sufficient knowledge of the anatomy of rai spinal curd and brain in order to analyze autoradiographic images; have research experience with single and control particular and superience using SAS programs and superviving technical staff. Experience must have included scientific and clinical aspects of pain, including behavioral assessment of chronic pain in animals, and have included pharmacological treatment/evaluations of ferouse pain. Hours: 9:08 a.m. to 6:00 p.m. Plasse send resume to The Chronicle of Rishe Education. Box 28-104. Virginas portugity. Affirmative Action Employer. Women and minorbies are encouraged to spay.

Please quote Vacancy Number UAC.124 in all correspondence. The University of Auctland is an Equal Employment Oppurumbly Employer.

Neuroscience: Assistant Professor—Department of Anesthesiology, Medical College of Virginia, Virginia Commonwealth University, invites applications for persuant to conduct research in collaboration with tenior investigators, utilizing autoradio-single and electrophysiclogical stechniques, to study physiological and pathogical basis of pain. Supryise techniques, to study physiological and pathogical basis of pain. Supryise techniques, to study physiological and pathogical basis of pain. Supryise techniques, to study physiological and pathogical basis of pain. Supryise techniques

Nursing: Forward thinking, energetic leadership sought for a baccataurgate nursing
rogram in the exciting Intermonatan
West, Applications being accepted for the
position of Frogram Director in a baccatasreate program which has 90 basic students,
60 RN advanced placement students, and
13 full-time faculty. Position reports to
the Associate Dean/Chair, Department of
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Bolse, Idaho 23723; (208) 383-3500. Salua
Bolse, Idaho 23723; (208) 385-3500. Salua
Bolse, Idaho 23723; (208) 385-3500. Salua



PROGRAM SPECIALIST

SETTING: The Student Union is located on the 76-acre campus of Queens College, City University of New York, serving the needs of a diverse multicultural student population of over CHALLENGE: To direct the Student Life Office of the Queens College Student Union, including the planning and execution of comprehensive activities, student development, advisement and public relations program. Working with the College Union Programming Board, leadership programs, orientation and campus student organizations, provides the Director with incentive to make this a rewarding position. Responsible for the administration of all revenue producing areas including the Parking Garage, Game Room, and the Copy Center. Supervise the Reservations Department, student managers, and area at-tendants. Serve as Purchasing Officer for the Student Union and a contract administrator for various contracts including mainte-

program Specialist
for the Mountain Plains Regional
Resource Center at Utah State University Specialist will assist state
and local aducation agencies in developing quality programs and services for infants, toddiars, chitdren,
and youth with disabilities and their
families. Requires earned doctorate
or master's degree in special aducation or closely related field; working
knowledge and experience in implementing P.L. 94-142 and its amendmenting demonstrated experience in
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cellivering technical essistance. Extensive travel is required Salery, and
cellivering technical essistance. Closing
date: 4715/92 or unil "illied, Position
will begin June, 1992 Send letter of
application, résumé or vita, and
names, addresses and phone numbers of at least three references to
Marilyn Jaacks, Assistant to the Director, Center for Parsons with Obssolities, Utah State University, Logen, UT 84322-8800, USU is an AW
EO Employer.

University of the District of Columbia **Director of Intercollegiate Athletics**

Responsibilities: The Director of Intercollegiate Athletics is responsible for the policy formulation, budgeting, fiscal management, staffing, and the planning, development, implementation, and evaluation of an ongoing intercollegiate athletics program at the

Qualifications: A minimum of six years of experience is required, including three years as an athletics director or in a position that ordinarily prepares a professional sports administrator to direct an athletic program. The three years of general experience required must have included administrative management, personnel management, budget preparation, fiscal management, and the development of knowledge of the principles of leadership. Successful applicant serves at the pleasure of the President, and the selectee will be required to be a bonufide resident of the District of Columbia or become a bonafide resident within 180 days from the effective date of appointment, and shall maintain such residence for the duration of the employment. Failure to become a District resident or to maintain District residency shall result in forfeiture of the position to which the incumbent has been appointed.



Salary Range: \$49,715-\$63,050 per year. Applicants should submit a resume by April 10, 1992, to:

University of the District of Columbia Office of Personnel Management and Development, MB4804 4200 Connecticut Avenue, N.W. Washington, D.C. 20008

UDC is an Equal Opportunity, Affirmative Action Employer

Director, HITAHR

Hawaii Institute of Tropical Agriculture & Human Resources (HITAHR), College of Tropical Agriculture & Human Resources (CTAHR), 100%, non tenure track, to begin approximately October 1992. HITAHR amalgamates research & extension activities & the director must demonstrate a commitment to that concept. Provides executive leadership in planning, developing, implementing, & evaluating HITAHR programs, involved heavily in policy formation & the overall administration of CTAHR using a belancu of team work and initiative. REQUIRED: Ph.D. in an agricultural or food science or equivalent with at least five (5) years of experience in administration at the department college level dealing with research & extension programs or equivalent. Evidence of dynamic leadership, demonstrated planning, management, & communication skills & capacity for dealing effectively with agencies & organizations at the local, state & national level. DESIRABLE: Successful experience in administering programs in the land grant system: developing interdiscipanary, interfunctional programs of revearch & extension; securing extramural contracts/grants, MINIMUM SALARY: \$75,000/yr. Send application letter, résumé, & arrange to have 3 letters of refrance sent to: Office of the Dean CTAHR, 3050 Mails Way, Gilmore 202, Honolulu, Hi 96822, INQUIRIES; (808) 956-8234. CLOSING DATE: May 31, 1992. An equal opportunity, offirmative action institution. Minority persons, women, veterans & physically challenged individuals are encouraged to apply.

MEN'S BASKETBALL COACH

West Virginia Westeyan College is seeking a coach for men's inter-collegiate basketball.

onegate basecular.
Responsibilities would include recruiting, budget management, cheduling, planning, teaching and leading of players in practice and itercollegiate contests.

A Master's Degree and coaching experience are required. This is a non-tenure track, 10 month appointment.

Dr. Ceorge Klebez Director of Athletics West Vinginia Wesleyan College Buckhannon, WV 26201

Deadline for application is MARCH 27, 1992. WV WESLEYAN IS AN APPERMATIVE ACTION, EQUAL OPPORTUNITY EMPLOYER

Teaching responsibilities will also be assigned.

Must be available by July 1, 1992, or sooner.

Send application and résumé to:

DIRECTOR OF PUBLIC INFORMATION

The University of Maryland at College Park seeks applications for Director of Public Information. The Director reports to the Vice President for Institutional Advancement and is responsible for coordinating all public relations, public information and media relations programs for the campus. The Director also serves as University spokesperson with all media.

Candidates should possess an undergraduate degree in journalism, public relations, or a related field, and seven or more years' experience in public or media relations. Also, candidates must be able to demonstrate the ability to manage successful media relations and strategic planning programs at a major academic institution. Additionally, the successful candidate will have excellent oral and written communication skills, as well as experience in managing a

Preferred qualifications include an advanced degree in a field related to public information and experience in working with print and electronic media in a

For best consideration, submit an application with names and addresses of three references by March 20, 1992, to:

Mr. Loren R. Taylor Office of Alumni Programs Rossborough Inn University of Maryland College Park, MD 20742-5425

Salary is commensurate with experience and includes a generous benefits package.

The University of Maryland at College Park is an Affirmative Action and Equal Employment Opportunity Ex

Social Scientist, Urban Research

The Social Science Research Council invites applications and nominations for one or two professional staff positions whose responsibilities would be to develop and administer a program in urban research. Applicants must have a Ph.D. in one of the social sciences and should have substantive interests related to inequality, poverty, and intergroup relations in American cities, comparative international research on cities, and/or research and policy on their city.

New York City.

Duties would include: establishing and maintaining relationships with individual scholars, academic institutions, foundations, and other organizations; preparing and negotating grant proposals; planning seminars, workshops, and conferences, and overseeing fellowship and grants competitions. Individuals with significant experience in teaching, research, program implementation and/or administration are encouraged to apply. The Council strongly encourages minority candidates to apply.

Council establish are commensurate with experience and qualifications.

Council salaries are commensurate with experience and qualifications Provisions are made to enable professional staff to continue their professional development while at the Council.

We would like to fill this position by September 1, 1992. However, we will accept applications from candidates who need to begin at a later date. accept applications from caractages who need to begin at a later date.

Candidates should submit a letter of application, curriculum vitae, samples of written published work, and names of three professional references. Nominations and application materials should be addressed to:

Office of the President Urban Staff Search Social Science Research Council 605 Third Avenue The Social Science Research Council is an Ec

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Numing Access the Pacific Northwest by
folining dynamic team of nursing professtonals providing education in an NLN-necredited department of nursing. Applications are welcome for baccaloureate positions in maternal child and medical/surgical
rursing. Docturate preferred, Mayer's in
Nursing required. Current clinical experience in stera of expertise required. Deadling Nursings Access the Pacific Northwest by joining dynamic team of nursing professionals providing education in an NLN-necredited department of nursing. Applications are welcome for baccalcurente positions in maternal child and needical/surgical nursing. Docturate preferred, Master's in Nursing required. Current clinical experience in area of expertise required. ruity Employees and Page 1997 Nursing: Focusine, takno 3220. EQN:
Nursing: Fotur faculty positions available beautiful southern coastal city, academ health science center environment with authorised that the second faculty to teach adult health posed Ph.D. Positions available Fail, 199 Experienced faculty to teach adult health private and health and communitation. The second faculty rank conductive talaries and faculty rank conductive talaries to Dr. Sharon E. Hoffman Dean, Collega of Nursing, Medical University of South Carolina, Charleston, Sont Carolina 29425.

Loyola University New Oriens.

NLN necredited RN-to-BSN

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Nursing: The Medical University of South Caroline, College of Nursing Invites non enations and applications for the position to Director of Research. Challenaing opported nity for established investigator. The Cerig demic health science ceater in Charlestock of the Carolina. Applicants must be an Research to Carolina. Applicants must be an Research experience and record of printing of the American Charlestock of the American Charlestock of the Ch





URRICULUM **DEVELOPERS**

With a 24-year commitment to excellence in computer-based instructional systems, Computer Curriculum Corporation is the leader in the field. CCC's award-winning. integrated systems enhance students' leaming experiences in more than 3,000 schools. We're looking for dedicated education professionals to join a team that's given us unparalleled respect and recognition. We need Curriculum Developers in the following fields:

READING

You should have experience developing and Implementing reading curricula (grades K-8 preferred). Also required are 7 years' field experience (2+ years' classroom teaching) and experience in current instructional methodology. Previous experience in publishing student materials is essential. (Dept. 7161-31-DN)

MATHEMATICS

We are seeking creative teachers with 4+ years' teaching elementary mathematics (K-8th grade). A degree in mathematics or strong mathematics background is required. Experience developing exciting methematics curriculum is highly desired Candidates with knowledge of computers and educational software are preferred. (Dept. 7161-30-SS)

Join Computer Curriculum Corporation, a growing and dynamic company. Please send your resume with salary history (indicating appropriate department code) to Director of Human Resources, Computer Curriculum Corporation, P.O. Box 3711, Sunnyvale, CA 94088-3711 or FAX your resume to (408) 745-6009. Principals only.

No calls, please. CCC is an equal opportunity employer m/f/h/v.



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Adrilnisters all aspects of the employee benefits program at Lafeyette College. Analyzes coverages and utilization. Recommends innovative changes, Enroits, disenroits, counsels faculty and staff. Submits government reports. Processes claims, budgets, calculates premiums, keeps records. Good salary, outstanding benefits. Several years' related experience necessary, especially with medical insurance. Degree and knowledge of 403b plans desirable. Write with résumé, salary requirements and names of three references to Director of Personnel, LAFAYETTE COLLEGE, Easton, PA 18042-1768. Lafayette is committed to equal opportunity through affirmative action.

imping: Georgetown University School of Nursing and 1992 in the following areas: Full time: Administration of Nursing Services, Graducte Program, Mayer's in nursing and Loctorate required; Midwifery, graduate vocama. Full and pagn-time, states a in university services, pursuing and CNM required; Midwifery, graduate vocama. Full and pagn-time, states a in university services. In a control of the states and redistric aursing, undergrathate recreame. Master's in clinical marsing registric nurses practitioner in family page platfic nurses practitioner analysis program. Master's in university services, pediatric, and communicative fundamental program. Master's in university services, and experise, in action of experise it can be accepted until the position is filled. (2) Coordinator of Undergraduate Women's and Infants' Nursing: this is a tenure track position at the Assistant or Associate Professor verb. Experience, and research and infants' Nursing: this is a tenure track position at the Assistant or Associate Professor verb. Experience, and research and Infants' Nursing: this is a tenure track position at the Assistant or Associate Professor verb. Experience, and research appellations of the provider of the provi



BLOOMSBURG UNIVERSITY

Director of Student **Outcomes Assessment**

The Director of Student Outcomes Assessment will report to the Office of the Propost and Vice President for Academic Attains on matters related to student ontcomes assessment. This individual will work with the assistant vice president in Academic Attains, deans, tax offs, students, and other administrators in and outside of Academic Affairs. The Director of Student Outcomes Assessment, in coordination with the Blromsburg University Curriculum Consmittee, will conduct assessment activities within guidelines developed by the provost's office and a student outcomes assessment committee. During fall 1992, the position will be devoted entirely to outcomes assessment and related duties. Beginning spring 1993, the position is likely to be at least 50% Director of Student Outcomes Assessment and up to 50% teaching as a tenure faculty member.

QUALIFICATIONS: Background in research design, statistical analysis, and manipulation of large data sets. Must be able to take initiative. Skills in testing and an understanding of curriculum development process are desirable. Applicant must be able to relate to various campus constituencies and should have organizational and computer skills. Preference will be given to applicants in feaching disciplines where institutional needs exist. Minimum of master's degree required. master's degree required

TERM OF APPOINTMENT: Academic year plus summer as assigned. SALARY: Assistant or Associate Professor, depending upon experience and

APPLICATION PROCESS: Application materials should contain the following information: a letter of application stating reasons for interest in the position; three (3) names of references; and a current resume. Send all information to: Outcomes Search and Screen Connuittee, Co. Mrs. Suellen Cooley, McCormick 2211, Bloomsburg University, Bloomsburg, PA 17815. APPLICATION DEADLINE: Application materials must be postmarked by April 20, 1992. Bloomshing University is an Affirmative Action, Equal Opportunity Employer, Blacks. Hispanics/Lalinus, women and all other protected class members are especially encouraged to apply.



Director Hospitality and **Tourism Services**

New Mexico State University

New Mexico State University

New Mexico State University is New Mexico's Land-Grant University with over 15,000 students on the main campus. The Hospitality and Tourism Services Program was established in 1988 and has over 250 undergraduate majors seeking the B 8. degree in Hospitality and Tourism Services, with options in Hotal Administration, Food Services Management, Meeting and Convention Planning, and Tourism Development. Las Cruces is 45 minutes from the El Paso International Airport and Elevative Officer of the College of Agriculture and Home Economics and selection of high-quality students funds. In addition to developing external support for the program, the Director also provides leadership for the resoutiment and selection of high-quality students and faculty and coordinates the Internetionalization of the program. The Director and faculty and coordinates the Internetionalization of the program. The Director and Faculty and coordinates and experience. Earned doctorate in hospitality and tourism services or other appropriate field is preferred.

APPLICANTS should submit detailed vits, with names, addresses, and telephona numbers of five references; letter detailing principal qualifications and interests: unofficial transcripts. Review of applicants will begin April 6, 1992.



NURSING PROGRAM DIRECTOR

Rivier College-St. Joseph School of Nursing has an Associate Degree Program in Nursing and an RN-BSN completion program. Full-time Pro-gram to the Program of the Program

May 1992.

Qualifications: Earned doctorate in nursing or related field; master's degree in nursing required. Knowledge of curriculum development in a nursing baccalaureate program required and experience in a master's program preferred. Demonstrated clinical and teaching experience; some academic administrative or related management experience preferred. program preferred. Demonstrated clinical and teaching experience; some academic administralive or related management experience preferred. Submit letter of application, résumé and the names and addresses of three (3) professional references to: Elizabeth Cooper, Director of Human Resources, RIVIER COLLEGE, 420 South Main Street, Nashua, NH 03060. Review of applications will begin immediately; applications will be accepted until the position is filled. EOE.



 ${f A}$ complete list of the latest government grants, foundation grants, and private gifts to colleges and scholars ---

every week in The Chronicle.



Director of Graduate and Career Plans

WIT seeks an ambitious and energetic individual for the position of Director of The Office of Graduate and Career Plans. Primary responsibilities include assisting in the placement and career searches of current WIT students and alumni; counseling students individually and in groups to help them develop practical job search skills; developing and maintaining systems to assist alumni with career changes anct/or placement; active utilization of corporate outreach programs, and summer job placement system for underdass students; undertaking of formalized assessment of constituent's needs and developing strategies to meet those needs.

WPI, the nation's third oldest engineering college, has approximately 2,600 undergraduate and about 800 full- and part-time graduate students. Thanks to the quality of our faculty and staff, we are considered one the nation's foremost institutions for the study of science and technology.

At the center of New England's major population centers, the dry and county of Worcester offers ready access to the mountains and ocean, as well as to its outstanding and diverse cultural and recreational resources. The WPI campus is located adjacent to the finest residential area of the city, and in close proximity to many of the city's major cultural attractions.

This position is available July 1, 1992. To qualify you must have a bachelor's degree with at least 5 years' full-time professional experience of which 2 years are in a relevant area. Will actively encourages ence of which 2 years are in a relevant area. With activery encourages female and minority applications. A resumé and the names of three professional references should be submitted to: Associate Director of Human Resources, Worcester Polytechnic Institute, 100 Institute Road, Worcester, MA 01609, by March 31, 1992.

AA/EOE

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GETTYSBURG

Chaplain

Gettysburg College. a Lutheran-affiliated, highly selective liberal arts college located within an hour and one-half of the Washington/Baltimore area, invites applications and nominations for the position of Chaplain. Candidates should be orderined pastors of the Evangelical Lutheran Church in America. Church in America.

The Chaplain is responsible for administering regular College Chapol services and programs, fostering and guiding the spiritual life of the College community, and for directing interfails campus ministry and religious programs. In addition to qualities of roligious, intellec-tual, and moral leadership, candidates should also possess the ability to preach and load worship in and provide pastoral counseling for the college community, and to promote the Chapel and its programs. Preferred starting date is August 1, 1992. Send letter of application, résumé, two sermons, and names of three references to Chaplain Search Committee. President's Office. Box 418, Gettysburg College, Gettysburg, PA 17325. The committee will begin reviewing applications on April 1, 1892. on April 1, 1992.

Gettyshurg College is an equal opportunity, affirmative action employer. Women and minorities are encouraged to apply. Candidates wishing to share this appointments.

ditional information, telephone (410) 955-42807484. The John Hopkins University is an Equal Opportunity. Affirmative Action Employer. Applications from minority can-didates are encouraged.

Nursing: Faculty: 10-month tenure track NLN accredited RN to BSN program and new MS in Gerontological Nursing program. Responsibilities include teaching, adviagnent, committee work, curriculum development and ongoing research. Graduate program implementation is ponding award of grant fronds. Earned doctorate and MSN required with specialization in gerontology at either lovel and prior graduate level teaching experience with a record of scholarly accomplishingents. Salary and rank dependent on quelifications and experience. Review begans April 21, 1992. Send letter, vitae, list of 3 professional references with telephone quembers to NSG Search, Box 16, The College at New Paltz. New York 12561. AA/EOE. Women and minorities are urged to apply.

Nursing: Faculty. Jackson State Community College seeks applications for two academic-year, tenure-track faculty positions in associate degree nursing program (nending final budget approval). Reaponsibilities: classroom and clinical instruction, evaluation; student advising; college and professional activities; curriculum development; recruitment. Bachelor's, master's degrees in nursing required. Recent clinical and priory teaching experience preferred. Must be eligible for Teanessee lipensure. Salary, rank commensurate with qualifications.

Nursing: Undergraduate faculty positions available: Community/Leadership: Critical Core: and Medical/Surgical, to begin fail 1992. Master's Degree in Nursina and elimical experience required. To augrantee coasideration, submit letter of application, curient vita and three letters of reference by April 20 to: Dr. Sherri Kirkpatrick. Dwission of Nursing, Oraceland College, 990 Winner Road, Independence, Missouri 64032.

Nursing: CRNA faculty, University of Pittsburgh, School of Nursing, CRNA, MSN required; teaching experience existed; competitive salary, excellent brack package. Full tuition benefits and faculty privileges. Instructor/Assistant Professor



COLLEGE

RULLETIN BOARD: Positions available

STUDENT AFFAIRS

Coe College, Cedar Rapids lowa, anticipates several openings in its Department of Student Affairs to facilitate the overall philosophy of the liberal arts, residential college. We anticipate several opportunities for committed Student Affairs personnel, interested in helping build upon an already strong student affairs program.

an already strong student amons program.

Director of Career Services—responsibilities include developing job opportunity, organizing on/off interviews, planning career search and career options programs and workshops, designing and maintaining information/marketing materials, maintaining resource library, counseling students and alumnit, and supervising office staff, Fosition requires excellent organizational, interpersonal, and communications skills; master's degree and previous experience preferred. nications shins; master's degree and previous experience preferred.

Director of Campus Activities—develop, coordinate and implement all campus activities, coordinate operation budget, manage student union, supervise campus information coordinator, and serve as advisor to student organizations. Also responsible for informatis, greek life, and summer camps and conferences. The position requires excellent organization, interpersonal and communication skills; master's degree and a background in student activities/programming preferred.

ferred.

Readence Directors—co-anticipates hiring up to three residence directors with dual appointments. Primary responsibilities will include the overall operations of residence halls and serving as a member of the senior staff. Responsibilities include collecting, training and supervising resident assistants, planning and presenting programs, and enforcement of college policies. Directors will serve half lime in an area of sludent affairs determined by the qualification of the individual and the needs of the college. Possible areas include career development, greek affairs, student activities and multi-cultural affairs. Bachelor's degree, excellent interpersonal, organizational and communication skills are required. Position is a ten month appointment. Compensation-salaries are competitive and com-

To apply—applicants should indicate position of interest, a current resund, and three current letters of recommendation to: Debra Carlson Wood, Vice President for Student Affairs, Coe College, 1220 First Avenue Northeast, Cedar Rapids Iowa 52402. Application review will begin immediately and will continue until all positions are filled. Anticipated starting date: July 1, 1992. Will interview at NASPA.

Coe College is an Affirmative Action, Equal Opportunity Employer.

UPPER IOWA UNIVERSITY SYSTEMS MANAGER FOR ADMINISTRATIVE COMPUTING

Upper lowa University is a small, four-year, independent liberal arts institution, founded in 1857. The University is focated in the Volga River Valley in securic numbers! Iawa near two large receation areas. It is within 1-12 hours, driving distance from Minneapulis, 4-1/2 hours from Chicago, and 3-hours from Des Atolines.

The Systems Manager for Administrative Computing is responsible for the planning development, operation, and maintenance of University administrative support systems. These systems currently include processing to carry on University operations in Registration, Accounts Receivable, Accounts Payable, Payable, Payable, Punntil Perceipment Service, and Financial Aid. The Systems Manager will also be expected to train office personnel and faculty. The software package used is a highly integrated system descloyed by Computer Management and Development Services (CNIDs) and is currently running on an IBM ASAGO.

andidates for this position should hold a bachelor's degree in MIS, computer science, or closely related field; be experienced in relational database monagement systems; and be able to interact well with people in all areas of the University community. RFC programming and networking experience would also be destrable.

Salary is competitive and commensurate with experience; an escellent mage benefits package is provided. Starting date: immediately. Send letter of application, résumé, and three current letters of recommendation twith

Or, Ralph L. An Eav Executive Vice President Opper lova University Box 1857

An Equal Opportunity, Afformative Action Employer. *********

Nursing Full-time Nursing Instructor-North Arlamas Community College has an opening for a full-time nursing instructor in NLN accredited ADN program. Qualified applicants must have a Bachelor of Science degree in Nursing. This position will be based in Mountain Home. Duties will in-clude teaching R.N. aursing courses and instruction of students in clinical setting. Starting date for this position is August 14, 1992, Review of applicants will begin April 15, 1992 and continue until position is filled. Applicants should send a letter of hiled. Applicants should send a leiter of application, résumé, completed NACC Application, résumé, completed NACC Application, résumé, completed NACC Application with college transcripts to Director of Personnel, North Arkansas Community College, Ploneer Ridge, Harriston, Artamas 72601, Starting salary for the position will be determined by academic qualifications and experience. NACC is an Allmonive Action. Equal Opportunity Employer. For more information, call 301-74-3000, extension 215.

Nursing Faculty, 10-month tenure-track, Min-secretity, 10-month tenure-track, Min-secretited RN to BSN program and new MS in Geronatogical Nursing Frostram, Responsibilities include teaching, adviseance, committee work, curriculum development and ongoing research. Oradinate poyame implementation is pending award of stant lunds. Earned doctorate and MSN require with a peculization in gerontology at either level and prior graduate-treat eaching experience with a record of scholarity accomplainments. Salary and rank dependent on qualifications and experience, where begins April 21, 1992. Seed letter, vita, list of three professional references with telephone numbers to NSG Searth, Son III, The College at New Paliz, New York 12561. AA/EOH. Women and minorities are urged to apply.

health available in NLN-accredited bacceand supervision of students, and conducting
and supervisions research. Send letter of antableation and feaume to: Ellen B. Rudy,
a.D., RN, FAAN; Dean, University of
cinsburgh School of Nursing: 350 Victoria
Building; 3300 Victoria Street; Pittsburgh,
remaylvania 15261. EOE/AA.

Nursing: Full-time Nursing Instructors
North Artansas Community College has an
opening for a full-time nursing instructor and the control of the con

Nursing: Faculty for Fall 1992/Spring 1992.
The University of Texas at Austin School of Nursing seeks applicants for new tenure-track faculty portions (Assistant Professor level preferred) in general adult health and serontolusy. Master's in Nursing and doctorate required. Ph.D. in Nursing preferred Record of funded research and published schulership meterred. Dutte will list ferred Record of funded research and pub-lished schulership preferred. Duties will in-clude teaching, research, and community and university service. Good communica-tion skills required. Applications will be as-cepted through April 1, 1992. Contact Dean Dolores Sands, The University of Texas at Austin School of Nursing, 1700 Red River, Austin, Texas 78701-1499. The University of Texas at Austin is an equal opportunity, affirmative action employer.

affirmative action employer.

Nutrition/rood Science: Chair, Department of Human Nutrition and Food Systems. Applications and cominations are levised for the position of professor tenured and Chair of the Department of Human Nutrition and Food Systems at the University of Meryland, College Park (College of Agriculture). Candidates about have a demoastrated record of outstanding research accomplishments and extramurally funded research programs in areas related to human nutrition and/or food science, a strong commitment to teaching, and professorial and leadership experience in an academic institution. Send a letter of application or nomination along with a curriculum vise and pames, addresses and phone and FAX numbers of at least three individuals who could be contacted as references to Dr. Arthur N. Popper, Department of Zoobey, University of Maryland, College Park, Maryland 20742. For best consideration, applications should be received before

Texas A&M University College of Education



Director, Field Experiences and Supervision

Texas A&M University seeks a dynamic individual to provide leadership in the College's field experience and supervision programs. As one of the sites for John Gootllail's Center for Educational Renewal, Texas A&M University is committed to smullaneous restructuring of schools and universities and the successful candidate for this position will play important role in Professional Development School activities. Responsibilities also include tactifitating partnerships with college and public school faculty, teaching graduate supervision classes, and conducting research.

Qualifications include: (1) an earned doctorale related to the preparation of teachers. (2) secondary/elementary teaching experience, (3) experience in university-level teacher preparation at the graduate or undergraduate level and (4) a proven research record.

The 12 month tenure track position (level to be determined) begins July 1, 1992. Screening begins March 15, and continues until the position is Inled. To apply, send letter of application, vita, graduate school transcripts, and three current letters of recommendation to Dr. Donna Wiseman, Associate Dean of Teacher Education, College of Education, Texas A&M University, College Station, Texas 77843-4222; phone: 407-845-9620.

Teras A&M University is an Equal Opportunity, Affirmative Action Employer
Women and minorities are encouraged to apply.



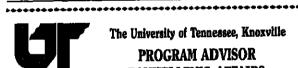
Western State Callage of Calarado, Gunnison, Colorado 81230

AREA COORDINATORS IN RESIDENCE LIFE

Western State College seeks Area Coordinators. The college lins a student population of 2,500 and is located in Gunnison, Colorado near Crested Butte and Monarch Ski ureas. Committed professionals desting to become port of an excitung and developing residence life program in the midst of the Colorado mountains should apply. RESPONSIBILITIES: Supervision of a Residence Hall Complex, training and supervision of the staff, and participation to the implementation of governance systems and wellness programs. Collateral participation in Student Affairs or the college will be expected.

QUALIFICATIONS: M.A. in student personnel or equivalent work experiences be-yond the B.A. is preferred. Preference given to candidates with experience in residence halls and a commitment to the field of student offsirs and higher education. COMPENSATION: Solary compensive, for 10 months, with apartment for 12 months, partial hourd and excellent fringe benefits for Area Coordinators. The salary range is from \$13,000 to \$15,000. The regular yearly contract is from August 1 to June 1. APPLICATIONS: Submit cover letter, resumé, credentials and three letters of recom-mendation to C. M. Churchill, Asst. Dean of StudentyDirector of Residence Life, 123 Mears Hall, Western State College, Quanton, Colorado 81231. Applications accepted until the positions are filled. Position starting date is August 1, 1992. Interviews will be conducted at Oshkosh Piacement Evchange, ACPA and NASPA.

Western State College is an AA/EO Employer Women and minorities are encouraged to apply



The University of Tennessee, Knoxville PROGRAM ADVISOR PANHELLENIC AFFAIRS

The Dean of Students Office at The University of Tennessee, Knoxville is in the process of identifying candidates for the position of Program Advisor—Panhellenic Affairs.

Qualifications: Master's Dagree preferred. Demonstrated experience in panhellenic uffairs, either as advisor or national sorority representative. Starting Date: July 1, 1992.

To qualify as a candidate for the position, a résumé and list of three references should be received at the following address by 5:00 p.m., Friday, March 27, 1992; however, applications will be accepted until position is filled. Salary: Commensurate with education and experience.

Mr. W. Timothy Rogers Associate Dean of Students 413 Student Services Building Knoxville, TN 37996-0248

UTK is an EEO/AA/Title IX/Section 504/ADA Employer.



A calendar of forthcoming meetings, conferences, workshops, and institutes of importance to scholars and college

every week in The Chronicle.

DIRECTOR OF ATHLETICS

The University: The University of Dayton, a Catholic comprehensive university, tounded by the Society of Mary (the Manamsts) in 1850, offers a wirde variety of undergraduate programs as well as numerous master and several doctoral programs. The University enrollment of nearly 11,000 students includes over 6,000 full-time undergraduates. The University of Dayton is the largest independent university in Ohio and one of the ten largest. Catholic universities in the nation, Located in Dayton, the University's 114 acre campus ofters a rich learning and living environment to its essentially residential student body. The University is a member of NCAA Division I and the Midwestern Collegiate Conference. The University of Dayton Flyers compete in seventeen intercollegiate sports. The University of Dayton Arena has a capacity of 13,500. The Dayton metropolitan area has a population of over 830,000 and offers many cultural, recreational, and education amenities.

The Position: The University seeks a Director of Athletics with proven leadership and administrative ability, integrity of character, and a commitment to serving student athletes enrolled in solid academic programs. The Director of Athletics reports to the President of the University, Responsibilities include: (1) presenting the athletic program to the University community and external constituents; (2) strategic planning for and overall supervision of the Intercollegiate Athletic Program, sports information, the Recreational Sports Program, the University of Dayton Arena, and other athletic facilities on campus.

Qualifications: A minimum of a baccalaureate degree is required; an advanced degree is destrable. Applicants must demonstrate strong interpersonal skills and ability to communicate effectively with all constituencies of the athletic program. Provenskills at higher levels of administration in fiscal, personnel, and facilities management and marketing and promotion are required. Salary will be negotiable and competitive. The position will be available july 1, 1992; start date is negotiable.

Nominations and Applications: Send letters of nomination or application with a resume and three letters of recommendation to:

> Chair, Director of Athletics Search Committee Office of the President The University of Dayton 300 College Park Dayton, OH 45469-1624

Review of applications will begin on April 6, 1992.



The University of Dayton The University of Dayton is an Equal Opportunity, Alfornative Action Employer

LAWYER/LIBRARIAN

Happonible for providing reference services with team of six other librariens. It addition, directs library's LEXIS/NEXIS and WESTLAW DIALOG training programs, conducts database searches, coordinates the library's publications program which includes bibliographies and user guides, participates in the library's faculty listen program, and serves as library's principal listen to the achoci's student journals. Teathful opportunities available through appointment to the adjunct faculty. Some evening and weekend hours. Required are a J. D. and M. I., S., strong service orientation and communication and organizational skills; legal reference and LEXIS/NEXIS, WESTLAW and DIALOG experience and knowledge of a foreign language performed. Please send re'sume', cover lotter to Professor Joyce Satislamachia Library Director.

Lan School 57 Worth Street, New York, NY 10013

Inne 1, 1992. The University of Maryland is an Equal Opportunity. Affirmative Action Employer.

Occupational Therapy: Program Director. Pull-time position to develop and direct new backelor's and muster's degree programs in Occupational Therapy. Qualifications: successful experience as occupational therapyst, doctorate in related discipline, experience in curriculum building and ocademic administration. Salary and rank competitive. Anticipated starting date: July 1, 1992. Screening has begun and will con-

Office Administration/Business Education: Pox College. Intensive course preparing Executive/Legal Assistants. Recognized by major corporations. Inviting applica-tions for instructors: Tyring, Math, Com-puters, English. Inquire: Edward Kape-lioski, 11, 4129 West 93rd Street, Oak Lawn, Ilhaois 60451.

Operations Management: The University of Auckland, New Zeeland. Lectureship' Scaler Lectureship in Operations Management: Department of Management Department of Management Science and Information Systems, School of Commerce and Economics and Organizations from qualified individuals to fill a position at the Lecturer of Sentor Lecturer level in Operations Management in the Department of Management Science and Information Systems. Preferred areas of specialisation for candidates are CRM, Quality Management, and Services Management.

is krowing with strong enrollment in updragraduate and graduate levels. The Debardment has developed excellent relationships
with the community based on its consulting
activities and a very successful projectbased paper. Applicants must have a doctorste in a relevant subject. Teaching and
industry experience are highly desirable.
Evidence of research output or research
potential is required. The successful appointee will be expected to teach and do
research in Operations Management. The
teaching assignments will be both at the undergraduate and graduate level. The appointee must be sible to work collaboratywithin the Department and with infestibers of the Operations Management Group
within the University. The Operations
Management Group includes members of
the Methematics and Statistics and Engipseering Science Departments. Commune
ing salary will be established within the
rungs SN237.440-SN249.088 per annum
(Lecturer; SN222.000-SN269.944 per annum (Sentor Lecturer). Conditions of Appointment and Method of Application are
available from the Assistant Register, Acstemel, Appointments, University of Auctland, Private Bag. Auckland, to whorolications though the forwarded by
1992. Please quote VacancUAC.125 in all corresponderversity of Auckland is an F
ment Opportunity Employ?



Rollins College Winter Park, Florida

Rollins College, a private, liberal arts college in Winter Park, adjacent to Orlando, Florida, invites applications and nominations for the following

MANAGER

Benefits & Compensation

The Manager of Benefits & Compensation is responsible for designing, developing and administering the College's benefits programs and compensation plans including analysis of proposed changes and enhancements to the benefits and compensation plans, review of recent Federal legislation affecting benefits and verbal and written communication to faculty and staff.

The successful candidate should possess a fouryear undergraduate degree in a related field, 3-5 years of benefits development and administration experience, keen analytical ability, thorough knowledge of 403B plans, sound computer experience including knowledge of personal computers, hardware and software, specifically Lotus 1-2-3 and mainframe computer applications and databases. Excellent written and verbal skills

Rollins offers competitive salaries and an excellent benefits package, including Full Tuition Remission for qualified employees and dependents. Individuals interested in this position should submit their resumes including salary history to: Maria Martinez, Director of Personnel Services, Rollins College, 1000 Holt Avenue - 2718, Winter Park, FL 32789-4499.

Rollins College's an Equal Opportunity/Affirma-tive Action Employer and maintains a non-smok-ing policy for all academic and administrative buildings.





A Proposal Development Office is needed in the Office of Research and Technology of the Medical College of Wisconsin. This individual will conduct background research and develop proposals for submission to foundations, industry, government agencies and other potential funding sources in support of interdisciplinary research, education and service programs at the Medical College.

Applicants should have a Ph.D. and/or M.D. degree or equivalent with experience in scientific writing and proposal development. Please ad-

Willam R. Hendee Senior Associate Dean for Research Vice President for Technology Medical College of Wisconsin 8701 Watertown Plank Road Milwaukce, Wi 53226 (A1A) 728.4402

TRESPUENTE TENTRE LEN CENTRE PER LEN SENTET EL FENTEN EN TENTRE PENTEN EN EN EN EN EN EN EN ENTRE PENTET EN EN

Pharmacology: Clinical Instructor. Ph. D. or equavolent in pharmacology. Must have expertise in neurochemistry and electrophysiology. Must have expertise in neurochemistry and electrophysiology. Must have 3 years' experience in the research on quinsilinute and kynurea. In the research on quinsilinute and kynurea. In the research on quinsilinute and kynurea. Belimont, Nouth Cerolina 28012-2795. IGOE.

This content in incredialysis, HPLC and electrophysiological neuron recording. Uston the content of the properties of Competence: business ethics, and in the properties roles in the pathogenesis of human neurodegenerative disorders. Proof of legal right to work in U.S. required. 40 hours/week, 9 a.m.-5 p.m. \$33,000/year. Must resume support the properties of the

Philosophy Belmont Abbey College, a four year, corducational, Catholic, Benedictine, liberal arts college with an emphasis on leaching excellence seeks condidates for a tenure track position at assistant professor level. Ph.D., some publication, evidence of leaching excellence and of future scholarship returned. Area of specialization: Aristotelian and Thomastic tradition with an in-depth knowledge of Modern and Contemporary Continental Philosophy. Course had is 12 hours per semester and medices teaching introduction to Philosophis. Critical Thinking, or Business Ethics, and one upper level course in specialization. The College, located ten males west of Charlotte has an enrollment of 1050 stu-

departmental needs. A Ph.D. is pecessary and teaching experience is preferred. Minorities and women are encouraged to apply. The University of Akron is an Equal Education Department institution. Submit devaler of Professor Howard Ducharme, Department of Philosophy. 30 Olin Hall, The University of Akron, Akron, Ohio 43/25-1901. Interviews will be conducted at the 1992 Central Division meeting of the APA. Dendine for applications: April 18, 1992.

Philosophy: Assistant Professor. Teaure track appointment. Begins August 15, 1992. 12 hours/senester, teaching under-grathute: Introduction, Philosophy of Hu-man Person. Ethics, and election appli-cant's own specifility. Ph.D. prior to sp.



Director, School of Art The University of Oklahoma

Ph.D./MFA or equivalent desired. Administrative responsibility for school of 17 laculty, approximately 380 undergraduate majors and 30 graduate students, offering the BFA, BA, MFA. MA, with majors in studio, media, art history, and visual communication. Must have a proven record of administrative experience and leadership; desirable strengths in public relations, grant writing and fund raising, student recruitment, curriculum development, and ability to work effectively and couperatively with diversified faculty and administrators. Must provide dynamic leadership with new ideas and a vision for the ruture.

Trealment of the contract. As bosin fulls 1, 1992 or at a mutually agreeable.

Twelve-month contract, to begin July 1, 1992 or at a mutually agreeable date. Tenured or tenure track. Rank and salary will be commensurate with experience and qualifications. Send letter of application, curriculum vitae, statement of administrative philosophy, and names and addresses of four references to:

Prof. Carol Beesley, Chair
Search Committee
The University of Oklahoma
School of Art
520 Parrington Oval, Ruom #202
Norman, Oklahoma 73019

Initial screening will begin immediately. Applications will be accepted until the position is filled.

The University of Oklahoma is an Equal Opportunity, Affirmative Action Employer. Women and minorities are encouraged to apply. OU has a policy of being responsive to the needs of dual-career couples.

Director of Financial Ald

A full-time, non-unit professional position

A full-time, non-unit professional position.

RESPONSIBILITIES: Assist the Director of Financial Aid with the administration of all Federal, State and Institutional Financial Aid Programs. Particular emphasis piaced on the processing, awarding and payment of Pell Grants. Mass State Scholarships and Federal and State Loan Programs. Other duties will include: review of financial aid files; participation in packaging of financial aid awards, toan counseling:computerized needs analysis and Pell Grant Processing utilizing Pell Link Program; financial counseling with students; assisting with enrolment management activities as they relate to the financial aid process; and other duties as required for the efficient operation of the Financial Aid Office.

OLALIFICATIONS: A Barbator's Degram required. OUALIFICATIONS: A Bachelor's Degree required, Master's Degree preferred, in Business or a related area. Two to three years' financial aid experience required. Ability to relate to diverse student population, excellent oral and written communication skills, and ability to cooperate in the planning and implementation of the goals of the Division of Student Services are essential. SALARY: \$28,000 to \$34,000 per year, plus benefits.

TO APPLY: Letter of interest and resume must be postmarked no later than March 30, 1992. Three letters of reference and original college transcripts ed. Apply to:

Nancy Ferguson, Director of Human Resources MOUNT WACHUSETT COMMUNITY COLLEGE 444 Green Street Gardner, MA 01440

Mount Wachusett Community College is an Affirmative Action/Equal Opportunity Employer, which actively seeks to diversify its workforce.



When you need to fill a job fast

There's nothing in all of Academe to compare with The Chronicle's "Bulletin Board" pages:

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- * Your ad will be properly positioned or indexed-convenient for our readers and effective for you.
- * You'll find no premium "late charge", fast service is the norm at The Chronicle, and you pay nothing extra for it.
- * Write, phone, cable, telex, or fax: It's easy to reach *The Chronicle*, and we'll be delighted to serve you.

For more information, please call (202) 466-1055

SETON HALL UNIVERSITY

Residence Life Positions

Seton Hall University is a Catholic institution of higher learning with an undergraduate enrollment of 4,300 students, 2,200 of whom reside in Un-

RESIDENCE HALL DIRECTOR

The Residence Hall Director (RHD) is a full-time professional staff position in the Department of Housing and Residence Life. The RHD is response, for planning; organizing and directing community and student development, staffing functions; and administrative details for a residence half who provides on-campus housing for 300-600 undergraduate students. The RHD directly supervises an undergraduate part-time staff of nine to eighteen Resident Assistants, an Administrative Assistant and/or Graduate Assistant, and 10-30 Desk Assistants. This is a live-in position.

APARTMENTS COORDINATOR

The Apartments Coordinator (AC) is a full-time, live-in position in the Department of Housing and Residence Life. The AC will direct and supervise the operation of two apartment buildings housing approximately 303 students. Responsibilities include supervision of seven Community Annatus, two Office Assistants; organizing and directing student community development; and maintaining a haison relationship with the local community.

Qualifications: a Master's degree in Student Personnel or related field a strongly preferred for eather position; a Bachelor's degree is required. Prev-ous residence life experience, an understanding of student development the ory, and commitment to fostering Christian values in a Catholic university ing is highly desirable.

Salary is competitive, furnished apartment, full meal plan while classes are in session, comprehensive health benefits, tuition remission, and financial support for professional development.

Send letter of application, résumé, and names of three references by April I, 1902 ro:

Leroy Thomas Associate Director for Staff and Programs Seton Hall University 64 Duffy Hall 400 South Orange Avenue South Orange, New Jersey (707)

Resumes will be accepted on-site at ACPA and NASPA, Minority candidates are encouraged to apply. An Equal Opportunity, Affirmative Action Employe

Major Gifts/Annual Fund Director **Beloit College**

Beloit College, about to enter the public phase of a major multi-year campaign linked to its sesquicentennial, seeks an experienced development professional for individual annual and capital fund raising. The director of individual giving, regarding to the vice president for external affairs, will carry major responsibility for leadership gits to the college and will occase the administration and enhancement of a very successful annual fund (nearly 60% alumni participation). Research and gift processing functions will also report to this individual.

This challenging growth opportunity is available immediately to a self-directed and creative individual with superior communication skills, demonstrated ed and creative individual with superior communication skills, denonstated commitment to the liberal arts, and 3-5 years of fund-raising experience, preferably in a comprehensive campaign environment. Competitive salary and benefits and choice for attorning a Chicago-Madisor Milwaukee triangle.

Address letter of inquiry and résumé in confidence to:

Brace Wyatt Vice President for External Affalis Reloit College 700 College Street Beloit, WI 53511

Review of résumés will begin April 1, 1992.

Reloit College is an equal opportunity, attemative action employer.

rointment. Undergradunte teaching experience. Supportive of Jesuit ideals of liberal,
undergraduate education. Summer work
aveilable. Women and minority condidates
encouraged to apply. Deadline May 1,
1992. Send resume to: Curtis L. Hancuck.
Chair. Department of Philosophy. Rockhurst College, 1100 Rockhurst Ruad, Kansas City, Missouri 64110. An Affirmative
Action, Equal Opportunity Employer.

Action, Equal Opportunity Employer.

Photogournalism/News Editorials Teach undergraduate and graduate courses in Photogournalism and News Editorial sequences. Ability to teach courses in Public Relations, desk top publishing and advertising desired. Provide leadership in religious desired. Provide leadership in religious relationship with area media. Assists with student advisement, conduct research and provide university and cummunity service in specialty area. Qualifications: Earned docturate in journalism or related area, or master's degree in rhotogournalism or related area and three years of recent commercial experience in photogournalism required for appointment. For tenure, earned doctorate in journalism or related area, or master's degree and five years of recent commercial experience in photogournalism. Send letter of application, resume, and least three reference to Mr. Rom Pruitt, Chair, Search Committee, Department of Communication, 434 Grubbs Hall, Pittsburg State University, Pittsburg, Kansas 66762, Application review will begin April 10 and continue until the position is filled. Salary base from \$25,000. Pittsburg State University is an Affirmative Action, Equal Opportunity Employer.

Physical Education: Assistant Professor in Physical Education, tenure-track. Teach physical fitness-oriented classes; coordinate the planning and implementation of physical fitness assessment program; coursel and advise students in the areas of exercise and fitness. Earned doctorate in exercise and fitness. Earned doctorate in exercise science and research competency required. Begin Pall 1992. Review of applications will begin March 1, 1992. Send letter of application, risume, and three letters of application, risume, and three letters of application, from Johnson, Chair. Department of Health and Physical Education, WPEC, Entory University. Atlanta. Georgia 30322. An AA/EO Employer.

Physical Education: Teaching position. Department of Physical Education. Centul Missouri State University. Wareasburg, Missouri 64093-5088. The Department of Physical Education is seeking highly and physical education is seeking highly and experiment of 14 faculty is responsible for approximately 200 undergraduate and 100 master's candidates monoring in physical education. Emphases are: Teacher preparation, finess/wellness, nathelic and sportunity and a general studies program. Pusition is tenure-truck at the available program. Pusition is tenure-truck at the available program Pusition is tenure-truck at the available program existed. An earned doctorate with degree with an emphasis. In physical education is preferred, ABD status will be considered with compilation by January 1993. Candidate must have successful experience in reaching, evidence of writing and other scholarly activity, and involvement in profusional organizations. Responsibilities include security courses, advisement of activity courses. The candidate will be expected to write in the areas of apprize and in working toward the development of a laboratory. Applications must include a vita, transcripts, and three current letters of applicasins will be of reference. Review of applicasins will be position is filled. Address application to Chair, Search Committee, clo Dr. Elds Pellon, Lovinger 213, Central Misson State University, Warrensburg, Misson 6409-5088; 1816) 543-8852. Women ad-minorities are encouraged to apply. AM EOE.

Physical Education: Lynfield College announces senure track assistant profesor
pusition to include duties as head worsen's
suffiball conch and either assistant ametitrainer or assistant coach in second sporTeaching in such areas as introducton to
health and physical education, advanced
first aid and CPR, personal bealth and finess promotion, adapted physical education, care and prevention of induses, ppfessional activities inchest sportal, actobe
dance, selected activities. Master's departrequired in health and/or physical education. Softball experience required; caching and college level experience preferred.

DIRECTOR OF LIBRARY SERVICES

RIJLLETIN BOARD: Positions available

Woodbury University Burbank, California

WOODBURY UNIVERSITY invites nominations and applications for the posi-bion of Director of Library Services. The Director is responsible for general oversight of the library, including planning, human resources, budget, public relations, materials, and physical facilities; is a member of the Faculty Associa-tion holding faculty rank; and reports directly to the Vice President for Aca-demic Affairs/Dean of the Faculty. The library holds some 60,000 volumes, 6,000 microfilms, and 67,000 microfiches

6,000 micronims, and 67,000 microiteries

Founded in 1884, Woodbury University is an independent, coeducational, non-profit, nonsectarian, partially residential institution of 1,000 students located on a 22 acre campus in the foothills of Burbank, a suburban community twenty miles from downtown Los Angeles. The academic program offers the Bachelor of Architecture degree; Bachelor of Science degree in the business areas of Accounting, Finance, Computer Information Systems, Fashlon Marketing, International Business, Management, Marketing, and Business Administration; and in the professional design areas of Fashlon Design, Interior Design, and Graphic Design; and the Master of Business Administration

Candidates for the position must possess minimum of a master's degree in library science from an ALA accredited institution; an additional master's degree or doctorate in another discipline is desired. Candidates are expected to demonstrate strong written and verbal communication skills, a knowledge of current technology and automation, and the leadership to direct both professional librarians and support staff.

The position is available July 1, 1992. Salary is commensurate with qualifications and experience. Review of completed applications will begin April 1, 1992 and will continue until the position is filled. Send an application letter; résumé; transcripts (unofficial acceptable); and the names, addresses, and phone numbers of three current references to:

Dr. Ellen M. Campbell, Chair Director of Library Services Search Committee Woodbury University 7500 Glenoaks Boulevard Burbank, California 91510-7846

Woodbury University is an Equal Opportunity, Affirmative Action institution committed to multicultural diversity in its people and programs.

COKER COLLEGE Director of Residence Life

Coker College (SC) is seeking qualified candidates for the position of Director of Residence Life. Coker is a small, private liberal arts college located in a community of about 25,000. With a total enrollment of 750, the college houses 235 students on campus

Responsibilities of the Director of Residence Life include supervision and training of eight student staff members, behavior management, programming and other day-to-day functions of residence life. In addition, because of the small environment, the successful candidate will be involved in college committees, special projects and numerous other activities supp professional development.

Qualifications include one to three years of experience in residence life or a related field. A Master's Degree in an appropriate discipline is strongly preferred, as is familiarity with student development theory.

This is a twelve-month live-out position, available July 1, 1992. Applicants must send a letter which includes the candidate's philosophy of resident student development, a résumé, and a list of three professional references to Dr. Arthur B. Hartzog, Vice President for Student Development, Coker Collège, Hartsvolle, SC 29550. Consideration of applications will begin April 1, and continue until the position is filled.

An Affirmative Action, Equal Opportunity Employer

STUDENT ACTIVITIES/ **COLLEGE UNION**

Assistant Director for Programs of the Setzer Student Center. Lamar University, Beaumont, Toxas. Responsible for all student programming by the Student Center Council and for need assessment, planning, designing, budgeting, implementing, and evaluating programs and services for a diverse student population. Council is charged to provide community-building programs which enhance the educational experience of students and which fill their social, recreational, and cultural needs. Responsible for designing and implementing leadership and akills training experiences and programs for Council leaders and volunteers. Performs in other student life programs as assigned and as appropriate. Reports to Director of Student Center. Salary negotiable, commensurate with experience. Position available now. Candidates must possess a Master's degree in an appropriate field; must demonstrate sitong verbal and written communications akilis; must have demonstrated experience in working effectively with individuals and groups; and must demonstrate a strong commitment to co-curricular and multicultural programming. For full consideration, letters of application, resumé, and the names, addresses, and telephone numbers of three references should be postmarked no later than April 3, 1992, to Lamar University Human Resources Office, 1030 East Floride, Beaumont, Texas 77710.

opportunity Employer.

Senieth P. Goodrich, Dean of catory 1/28. Screening Pengon 9/18. Screening begins April 1. Advinity, Lyndield College, McMinnville Ortical Screening begins April 1. Advinity 1

Director of Student Housing and Summer Conferences

KENYON COLLEGE

Kenyon College invites applications for the position of Director of Student Housing and Summer Conferences. The Director is a key member of the Student Affairs staff and is responsible for the college's student residence. Specific responsibilities and the college's student residence. administration of the college's student residences. Specific responsible for the divarial bilities include staff supervision, facilities and budget management, oversight of the housing assignment process, and management of the summer conference program.

Qualifications include a Master's dagree and 4-6 years of experience in student affairs, preferably at a small, selective, residential liberal

Salary and banalits are competitive and are commensurate with background and experience.

Applicants should submit a letter of interest and pertinent experience, together with a current curriculum vitas and the names of three references to:

Creig W. Bradley Deen of Students Kenyon College Gembler, DH 43022

The review of candidates will begin on April 1

Kenyon is an equal opportunity employer and encourages applications from women and minority candidates



BATES COLLEGE Assistant Director Office of Career Services **FULL-TIME, ONE YEAR POSITION**

Major responsibilities are in office administration, program management and student/alumni services; conducting workshops and seminars; counseling students and alumni; administering and interpreting self-assessment instruments. Reports to the Director, Office of Career Services. Master's degree in counseling or equivalent experience, college student personnel, educational administration or a related field required. A minimum of two (2) years' work experience in a career services office with progressive responsibilities in a liberal aris college or university selling. Advanced counseling, interpersonal and administrative skills and outstanding written and oral communication skills are required. Position to run from July 1, 1992 to July 1, 1993.

Please send a letter of application, resume, names of three current references, and a writing sample or publication by MARCH 30, 1992 to:

SEARCH COMMITTEE
ASSISTANT DIRECTOR—OFFICE OF CAREER SERVICES
BATES COLLEGE
PERSONNEL OFFICE
217-0 LANE HALL
LEWISTON, ME 04240

Bates College is an Equal Opportunity, Affirmative Action Employer and encourages the application of women and minorities.

BREVARD COMMUNITY COLLEGE

Internal Auditor—021992-001P

MIN. QUALIFICATIONS: Bachelor's degree in Accounting and at least five years' experience in financial or operational auditing. At least one year's experience in a computerized accounting environment. Active Certified Public Accountant or Certified Internal Auditor.

Applications will be accepted through March 31, 1992. Submit completed BCC application form to:

Associate Vice President for Human Resources BREVARD COMMUNITY COLLEGE 1519 Clearlake Road Cocoa, FL 32922 (407) 632-1111, ext. 4314



An update from Washington on what's happening in Congress and in the federal agencies that's likely to affect colleges and the people who work in Academe —

every week in The Chronicle.

Head of Reference O'Neili Library

The O'Neill Library seeks a creative leader in reference and information services to manage a department of ten librarians, five paraprofessionals, a secretary and student assistants. Primary responsibilities include planning and developing effective methods of educating and serving users, management of reference, automated research, and development of the reference collection in a heavily used, highly automated environment. Will serve as bibliographor in a designated subject area.

membor of the Library Department Heads Committee, Library Administrative Group, and participate in decision-making about public services throughout the University Libraries.

Requires ALA-accredited MLS, at least five years' experience, including supervisory experience, in academic or research libraries, and demonstrated skill in providing a full range of reference services, including familiarity with automated research support. Experience in collection development with a subject degree or record of bibliographic accomplishment is also required. Evidence of active contribution to the library profession is highly desirable. Also requires excellent communication skills, openness to the challenges facing reference services today, commitment to the service mission of the academic library, a collegial management style, an ability to a delegate responsibility and support of staff development.

Boston College, a co-educational Jesuit University of 9000 undergraduates and 5000 graduate and professional students, is committed to the ideal of excellence and ser-

> Applications received before May 18th will receive first consideration. To apply, send resume and cover letter along with names and telephone numbers of three references to: Richard Jefferson, Director of Employee Relations, Department of Human Resources, Boston College, More Hall 315, Chestnut Hill, MA 02167. An Equal Opportunity/Affir Action Employer.

BOSTON COLLEGE A Jeans University



University of San Diego

Associate Director of Student Activities

The University of San Diego is seeking applicants for the position of Associate Director of Student Activities in the Hahn University Center. The Associate Director has primary responsibility for the management of the Student Organization Center, and for the advisement and development of services and programa for approximately 60 undergraduate organizations, including multicultural organizations; advises and coordinates the activities and development services for the intra-Fraternity Council, Panhellenic Council, and eight greek social fraternities and survorties: serves as the Student Affairs liaison for graduate associations; serves as advisors to the Associated Students' Sports Club Council.

Qualifications include a Master's degree in College Student Services or a related field; minimum of two years' experience in the advisement of student organizations, programming, leadership training, and management. Experience with greek organizations and cultural groups desirable. Salary is competitive with educational benefits included. Applicants should submit résumé, letter of interest and three letters of reference by April 15 to:

Dr. Thomas J. Cosgrove Associate Dean of Students University of San Diego Alcale Park, San Diego, CA 92110 619-260-4589

The University of San Diego is an Equal Opportunity, Affirmative Action emplo المجارة المجارة

quired, Ph.D. and/or collegiste head baskerball couching experience preferred. Saiary: Commensurate with experience and
qualifications. Position Available: Beginning in August, 1992 for a nine month Acadenuc Staff appointment. Send Application: For full consideration, nonmations
and resumes accompanied by the names of
three references must be received by May
1, 1992. Please mail to: Steve Stephens,
Chair, Department of Physical Education/
Aduletics, University of Wisconsin-Parisside, Box 2009. Kenoulas. Wisconsin
System is required to release within two
days of a request after the deadline for recept of nominations and applications, a
combined 2st of all nominees and applicants without differentiation. The Univercity of Wisconsin-Pariside is an Affirmative Action, Equal Opportunity Employer.

Physical Educationalishingtons.



PROVIDENCE COLLEGE RESIDENCE LIFE POSITIONS

Providence College, a Catholic liberal arts institution, is seeking applications for the following positions:

ASSISTANT DIRECTOR FOR STAFF TRAINING AND DEVELOPMENT ASSISTANT DIRECTOR FOR STAFF TRAINING AND DEVELOPMENT Responsibilities for this position include on-going training and development of residence life staff, coordination of crisis intervention program, exeminated and selection of Residence Hull Directors and Resident Assistants, and on-going educational outreach for students. Qualifications: Master's Degree in Student Personnel. Counseling or related field; two years' post-Master's Degree experience in Residence Life administration. Staff training and crisis intervention experience preferred. Applicants need to be committed to actively promoting the Catholic character of residence life at Providence College. Applicants must also be prepared to regard this position as a participation in the educational ministry of the Dominican Order, possessing the ability to serve as a role-model of Catholic values for the campus community. Competitive salary and benefits package. This is a live-on position.

RESIDENCE HALL, DIRECTOR

RESIDENCE HALL DIRECTOR

Responsible for the coordination of a Residence Hall and staff, including dayto-day administration of paperwork and maintenance needs, student advisement, conflict needation, judicial affairs, staff supervision and training, programming, crisis intervention, committee involvement, and hall security. In
addition, oppartunity to work with other Student Service offices as a parttime assistant. Qualifications: Moster's Degree in Student Personnel or relatted field; two years' experience in higher education administration preferred.
Applicants need to be committed to actively promoting the Catholic character of residence file at Providence Cullege. Applicants must also be prepared
to regard this position as a participation in the educational ministry of the
Dominican Order, possessing the ability to serve as a role-model of Catholic
values for the campus community. This is a full-time administrative position.
Salary is \$18,000 plus a competitive benefits package. This is a five-on position.

GRADUATE HALL DIRECTOR

GRADUATE HALL DIRECTOR

This position has the same responsibilities us the Residence Hall Director, but without additional work opportunities with Student Service offices. The emphasis of the position is the coordination of a Residence Hall and staff, while obtaining a Master's Degree. Applicants need to be committed to actively promoting the Cultoble character of residence life at Providence College, Qualifications: Buchelor's Degree and provious residence life experience. Applicants must also be prepared to regard this position as a participation in the educational ministry of the Dominican Order, possessing the ability to serve as a role-model of Catholic values for the campus community. Stdary is \$6,800, full tuition walver, furnished suite, meals while classes are in session and medical benefits. This is a ten-month position starting August 1st.

Send letter of application, résumé, and 3 letters of reference by April 7, 1900 Send letter of application, résumé, and 3 letters of reference by April 7, 1992

Father Joseph Tostorici, O.P. c/o Human Resources Department Harkins 211 Providence College Providence, RI 02918

State University Dean -Affirmative Action

The CSU headquarters seeks a leader with highly seasoned expertise in all equal opportunity issues to: give executives, compus presidents, and their AAP directors advice in compilance and technical assistance; implement and develop programs and effective monitoring procedures; and serve as CSU liaison on all affirmative action issues. Requires significant leadership skills in affirmative action processes and a doctorate or an equivalent combination of education and experience.

Starting salary is \$80K, DOE. Females, ethnic minorities, and disabled persons are strongly

encouraged to apply. Resume review is through April 13, 1992, cit: California State University, Office of the Chancellor, 400 Golden Shore, Suite 112/FSR-2C, Long Beach, CA



Physical Health Education Athletics: Physical Health Instructor. 676-Head Women's Solboil Couch: 1356. The Denarment of Health, Physical Education and Recreation, and Women's Intercollegiate Athletics announce a mice-month academic staff ics announces a measurement. The instrucles annunce a nine-month academic staff or tenure-track appointment. The instructor will be responsible for teaching physical and/or health education courses, and coaching responsibilities in women's soft-ball (NCAA Division II). Master's degree in health or physical education required doctorate required for tenure-track, teaching/conching experience and knowledge of NCAA Division III regulations/philosophy preferred. Salary commensurate with experience, and qualifications. If interested, send's letter of application, a vitae, three letters of recommendation, and all underganduate and graduate transcripts to Dr. Disanne Jones, 122 Williams Centers, University, Wilson's Wilson's

Physics Instructor. One year subbatical replacement. Teach lower division lectures and laboratory in calculus based physics. Must demonstrate excellence teaching. Salary dependent on qualifications and experience. Send letter of applications and experience. Send letter of application and resume by Jung 1. 1992 to Dr. Richard Cyeshie, Physics Search, Box 10, The College of New Paltz, New Paltz, New York 12561. AMEO. Women and minorities are encouraged to apply.

Dianne Jones, 127 Willisma Center, University of Wisconsin-Whitewater, Wisconsin-Whitewa

COMMUNITY COLLEGE OF SOUTHERN NEVADA

Formerly **Clark County Community College**

Las Vegas, Nevada The Community College of Southern Nevada serves a four county area of 42,000 square nules with 3 campuses and approximately 40 learning centers, enrolling user 20,000 students 6500 FTE). CCSN is pleased to announce the following academic administrative malitons.

ASSOCIATE DEAN OF INDUSTRIAL AND SERVICE TECHNOLOGIES

• reords in the Vice President for Academic Affairs

• responsible for the departments of Architecture and Graphics Technologies, Computing and Information Technologies, Engineering Technologies, Industrial Technologies and Public and Service Technologies. QUALIFICATIONS: earned ductorate in an appropriate discipling, teaching and signifi-cant administrative experience required, technical program development and communi-ty college experience preferred.

REALTH PROGRAM SPECIALIST

QUALIFICATIONS: earned graduate degree in health or related area, teaching experience, and program development experience required, community college experience in such areas as Dental Auxiliaries. Imaging Sciences, Rehabilitation Therapies and Vision Care preferred.

All positions are 12 month appuintments. An understanding of and commitment to the philipsophy of a multi-campus comprehensive community college is important. Completed applications must include a letter expressing interest and resume. Copies of transcripts tunnificial acceptables will be required prior to interviews. A minimum of three letters of referred dated with the last two years is preferred. The review of applications will begin April 13, 1992 and continue until the positions are filled. The starting date is apen, salary is compellitive. Send application materials to: Personnel Office, Community College of Southern Nevada, 3200 F. Cheyonne Avenue, North Las Vegus, Nevada 89030, AA/EOE.

SOUTH PUGET SOUND



South Puget Sound Community College invites applications for the following administrative positions: DEAN OF ADMINISTRATIVE SERVICES. Master's degree required. DIRECTOR OF COLLEGE ADVANCEMENT. Bachelor's degree required. gree required, Master's degree preferred. DIRECTOR OF PUBLIC EMPLOYMENT TRAINING. Master's degree re-

Applications received by March 31, 1992, will receive full consideration. Later applications may be considered until position is filled. Salary is competitive with Washington community colleges. Excellent benefits package. For application information contact the Personnel Office, 2011 Mottman Road SW, Olympia, WA 98502 or call 206/754-7711, ext. 360. AA/EOE.



You can send your ad copy to The Chronicle's Bulletin Board anytime!

Just call The Chronicle's FAX number, (202) 296-2691. For more information and to verify that we've received your copy, call our regular number, (202) 466-1056.

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By mail:

Simply send the copy for your advertisement to the address below. You're likely to find the mails especially convenient when your copy is ready on a Tuesday or Wednesday. From almost snywhere in the United States, fitst-class mail sent on either of those days will reach us in time to make our Monday deadline. Send your ad copy to:

Bulletin Board The Chronicle of Higher Education 1255 Twenty-Third Street, NW, Suite 700 Washington, D.C. 20037

JMU

James Madison University

Dean of the College of Education and Psychology

James Madison University invites applications and nominations for the pos-tion of Dean of the College of Education and Psychology.

ton or bear or me conege or equication and resychology. lames Madison University, located in the Shonandoah Valley of Virginia, is a highly selective, state-supported, comprehensive university with an endi-ment of 11,500 students. JMU prictes liself on offering an exceptionally fine undergraduate curriculum emphasizing filteral learning. The University has also developed graduate programs which complement the undergraduate curriculus.

Like the other four colleges at James Madison University, the College of Education and Psychology is committed to Innovation. Examples are is projected "Classroom of the 21st Century", an experiment in connecting pedagogy to technology, and such outreach efforts as the Human Development Center, which provides health and educational services to the community.

The Dean of Education and Psychology administers leacher education and human service programs resulting in undergraduate, Master's and Ed.S. de-grees. The Dean is responsible for long-range planning, program develop-ment, budgets, and external relations. The person selected will be expected to lead the development of the state's largest teacher education program as well as programs in theoretical and applied psychology.

Applicants must have an earned doctorate in education, psychology, or a related discipline and a strong record of teaching, research, and service as well as extensive administrative experience.

Nominations or letters of application, the latter with a résumé and the names and telephone numbers of three references, should be sent to Dean Jack Armistead, Chair, Dean of College of Education and Psychology Search Committee, Maury 10-1, James Madison University, Harrisonburg, VA

Screening of the applicants will begin on 27 March 1992, and will continue until a suitable applicant is found. The preferred starting date for this position is 1 July 1992.

fames Madison University is an Affirmative Action, Equal Opportunity Employer and especially encourages applications from inhorities and women.

anananang dengang pangkanang pang dengang dengang dengang dengang dengang dengang dengang dengang dengang deng Tanggang dengang dengan

Residence Hall Development Coordinator/Counselor

SUNY Plansburgh seeks applicants for an anticipated vacancy beginning 8/ 12/92. This is a 10-month joint appointment in Campus Life and Psycholog-

Campus Life Responsibilities: Coordinate residence ball developmental out-reach programming efforts unlizing Resident Assistants; coordinate campus peer educator program.

Psychological Services Responsibilities: Maintain individual counseling load as required; crisis intervention; may include teaching. as reparted, crisis intervention; may incline teaching.

Qualifications: Minimum of Master's Degree in Psychology, Counselor
Ed., Student Personnel Administration, or Social Work; familiarity with
ourreach programming, selection and training of paraprofessionals, has hid
a practicism or internship in a Counseling/Psychological Service Center,
works well utilizing team approach to problem solving, plus healthy seased
lumor.

QUALIFIED ETHING MINORITIES AND FEMALES ARE ENCOURAGED TO APPLY

Starting salary: \$18,800—apartment provided/required. Screening of applications will begin April 15, 1992 and submissions are encouraged prior to that date; however, applications will be accepted until position is filled.

Send letter of application with names, addresses and telephone numbers of

Chair, Search Committee c/o Office of Personnel SUNY Plattsburgh Box 1741-425

SUNY IS AN EQUAL OPPORTUNITY.
AFFIRMATIVE ACTION EMPLOYER

will include aross anatomy and neuroanatomy for physical therapy and dental students. All successful applicants will be expected to develop a research program
department and work with graduate studepartment and work with graduate students. These anticipated positions will remain open until filled, but applicants should
send a letter of application, vite and
cultural and volunteer experience will be senda letter of aprilication, vita, and names of references by April 29, 1992 to Chairman, Search Committee, Department of Biological Sciences, Box 8007, Idaho Stare University, Pocastalo, Idaho 83209. Idaho State University is an Equal Opportunity, Affirmative Action Employer.

Affirmative Action Employer.

Political Science: The Government Department at Hamilton College invites applications for a one-year visiting appointment at the Assistant Professor or Instructor level. There may be a second visiting appointment in this area as well. Teaching load is five semester courses. We seek catalidates broadly trained in comparative politics. For one of the positions preference will be given to candidates who can teach comparative political development and who can also teach courses in Latin American or African politics. For the accord, tentalive position, specialization is oven. Applicants should send a curriculum vitue, graduate transcripts, and three letters of recompendation. Applications will be accepted until the position is filled. Send applications to David C. Paris, Chair, Department of Government, Hamilton College, 198 College Hill Road, Climton, New York 13323, Hamilton College is an AA/EO employer.

Political Science: Boary level, tenure-track assistant professor positios beatnning Fall, 1992. Pb. D. preferred. Teach courses in In-

cultural and volunter experience, curiculum vitae, transcripts, and three letters of recommendation to Dr. Michael Sommaville, Chair, Depurtment of Political Science, Saint Mary's College of Minasoda \$12,700 Terrace Heights, Winona, Minasoto 5987-1399. Review process will position is filled. AA/EOE.

Political Science: Instructor/Assistant Professor, Fall 1992—pending funding of polition. Tenure track. To teach basic public administration course and basic Sure and Local Government course, with skilly to develop specialty courses and a coarse on the politics of human services. Academic background in public administration and state and local government, research skill, and ability to work with Social Research center required. Ph. D. or candidate who is completing dispersation preferred. Crederials and experience substantially comparable to the above will also be considered. Send letter of application and resume with names, addresses and telephone numbers of three references to Dr. Chartes W. Ker. Otherirerson, Department of Political Science. Central Connecticut State University. New Britain, Connecticut State University. New Britain, Connecticut 9609-4010. Review of candidates will begin on April 10, 1992. CCSU is an AAFE) employer. Women, minorities, the bandicapped and veterants are encouraged to apply.

ASSOCIATE DEAN OF THE COLLEGE



BULLETIN BOARD: Positions available

Williams College

Applications and nominations are invited for the full-time position of Associate Dean of the College at Williams College. Reporting directly to the Dean of the College, the Associate Dean will share in the comprehensive responsibility of the Dean's Office for both the grademic and social lives of students. The Associate Dean will participate with the office deans in advising students and in the administration and interpretation of college regulations to students, faculty, and college committees. The Associate Dean, along with the Dean of the College, will meet with the President's Administrative Group, and participates in other important college committees.

college committees.

The Associate Dean's particular responsibility will be to advise minerity students. The Associate Dean will act us liaison with student organizations and campus committees serving the meets of minerity students; oversee administrative aspects of several programs, including the Ford-Melion Research Scholars Program for Mineriles, and urinarity students; and will help to advise minerity students in educational and postgraduate opportunities. The Associate Dean will also work on college-wide programs of multicultural awareness.

Applicants should have a Mester's Degree or higher, administrative experience at the college level, and experience in counseling students. To be successful, a candidate must have strong interpersonal and communication skills, experience in setting up programs, and the ability to work both independently and as a part of a collegial office.

wars com mucipeatuminy and as a part of a collegial office.
Founded in 1793 and located in the Borkshire hills of western Massachusells, Williams is a highly selective, co-educational, liberal arts collegs, with a student body of 2,000 drawn from diverse racial, ethnic, and socio-aconomic backgrounds.

As an affirmative action, equal opportunity employer, Williams College segerly encourages applications from women and minority candidates

The position is available this summer, with a preferred starting date of 1 july. To apply, mail letter of application, résumé, and the names of bras references no later than April 3, 1992 to: Richard B. Bullott. Director of Passonnel, Williams College, P. O. Box 476, Williamstown, MA 01267; (413) 597-2681.

EEO/AA EMPLOYER

DEAN, School of Liberal Arts and Sciences

Prati institute seeks an innovative and committed individual to serve as Dean of Liberal Arts and Sciences in a school which provides instruction in these areas to both graduates and undergraduate students receiving professional degrees in Art, Design, and Architecture. The Dean of Liberal Arts and Sciences provides leadership to a diverse and creative faculty and student body; reports to the Provost of the Institute; and is a member of the Deans' Council.

Leading candidates will possess the following qualifications:

A Ph.D. In a field within the liberal arts or sciences;
A significant record of publications and teaching;
Administrative experience, having demonstrated the ability to enhance faculty development, foster curricular innovation, and acquire meaningful grants.

The position is available on August 1, 1992. Compensation is compelitive, including an excellent benefits package. Applicants should submit: (1) a letter that expresses their interest in the position and discusses their candidacy in relation to the above qualifications: (2) a copy of their curriculum vitae; and (3) a list of three references (references will not be contacted without the candidate's permission). Although applications will be accepted until the successful candidate is named, we prefer that applications and/or nominations be submitted by April 15, 1992 to:

Professor Kathleen Hopkins, Chairperson, Search Committee Dean, School of Liberal Arts and Sciences c/o Human Resources Department/CH 200 Willoughby Avenue Brooklyn, New York 11205

Prait institute, founded in 1887, is located on a 25-acre campus in the historic, landmark Clinton Hill neighborhood of Brooklyn, New York, educates nearly 3,500 undergraduate and graduate students from 47 states and 80 foreign countries in its Schools of Art and Design, Architecture, Engineering, Information and Library Sciences, Liberal Arts and Sciences, and Professional Studies.



Political Sciencer Politics—One year sabbaical replacement position at the Instructor or Asiatani Professor level, beginning August 1992. Courses to be taught include: Introduction to Prolitics; and two upper-level sentants on togics to be determined by the sectastful candidate. Participation in a squiped, as it advisting of senders on theses. Iterature evaluations, insureries, and at least three letters of reconumendation to may Hona. Department of Politics, White Mark Hona. Department of Politics, White Students, with opportunities for research. 1992, Whitman College is an equal opportunities. Candidates must be eligible foor description.

rollikal science: One-year appointment as visiting instructor to replace subbatical leave for 1992-91 academic year. Teach introductor, cost academic year. Teach introductor, cost as plus advanced courses on Congress, Political Pariles, and the American Legal System. A.B.D. and Ph.D. preferred, master's fogree required with some cost see teaching experience. Send application underful with resumd, transcripts, 1992, to: Dr. David Sattle, Chair. Department of History and Political Science, Ohio Nothern, University, Ada. Ohio 45810.

candidate can be identified. AA/EOB.

Pytchlatry M. H. Physician C. Salary
\$73,378-\$112,037. Williamabura. Eastern
State Hospital. Full-lime psychiatrist to
work with multidisciplinary team to provide treatment and rehabilitation programs
for inpatients and participate with community programs in alternatives to hospitalization. Our artillation with Eastern Virsinta
Medical School provides an opportunity
for academic appointment mvolving trainins of residents in psychiatry and medical
students, with opportunities for research.
Eastern State Hospital is located in a very
pleasant historic city, close to many respiractivities. Candidates must be eliables for
Virginia Elease. Bourd eliable/board certified psychiatrists receive a salary supplement. Relocation assistance available.
Send curriculum vitae in; Dr. Emelita Ramos, Hospital Medical Director Eastern
State Hospital, P. O. Box 8791, Williamsburg, Virginia 21187-8791; (604) 233-541.
AA/EOE, Minoritles, Females and Disabled Encouraged to apply.

Paythology West Virginia University. De-

Paychology: West Virginia University. De-partments of Anesthesiolosy and Behavior-al Medicina/Psychiatry have an opening for a Ph.D. Paychologist at the Assistant Pro-

LAKE-SUMTER

COMMUNITY COLLEGE Leesburg, Florida

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Lake-Suniter Community College, now celebrating its 30th year, is one of the 28 colleges in the Florida Community College System. It is not refitted by the Southern Association of Colleges and Schrods and confersion the Associate in Aris and Associate in Science dogrous. During the current year, the college has enrolled over 4000 crudit students and 3000 non-credit students. L-SCC serves Labe and Suniter Countles in Contral Florida. The 114 acro campus borders the City of Leesburg in an area highlighted by reliling hills and numerous lakes which is rapidly becoming a key residential community for Greater Orlando, less than one hour away.

DEAN OF EDUCATIONAL SERVICES

The Dean of Educational Services is the chief academic officer reporting directly to the college president. The doan is responsible for guiding the college's academic mission and will focus on the implementation and ovaluation of scademic strategies in traditional transfer education, student development, and vocalional/occupational programs.

Minimum Qualifications: The successful candidate must have an uarned doctorate; at least five years of full-time progressively significant experience in a community college in an administrative position higher than the departmental level; successful experience in evaluation of programs and full-time credit instructors; evidence of the ability to provide intellectual leadership for academic change; evidence of strong leadership and administrative, interpersonal, organizational and consequent building skills; and a history of working successfully with propie from diverse backgrounds. Community college credit teaching experience preferred.

Salary: Competitive and commensurate with experience.

Candidates wishing to be considered should submit a riotatical letter of interest cultining their educational philosophy and commitment, a current resume highlighting achievements related to criteria moterial above and the names of at least three individuals with whom the candidate has worked. Deadline for submission of materials is a postmerk of April 3,





Associate Dean - Academic Affairs

Daemen College is a dynamic, growing, private, 4-year, non-sectarian co-educational liberal arts institution. Enrollment is 1,600 on 37 acres in Amherst, NY a suburb of Bulfalo.

The Associate Dean reports directly to the V.P. of Academic Alfairs and assists in curriculum coordination, program assessment, part-time faculty hiring, and academic advisement. The Registrar, Assistant Dean of Academic Advising, HEOP Director, Computing and Academic Resource Director, Community Service and Cooperative Education report to the Associate Dean.

Qualifications: Candidates should hold an earned Ph.D., possess some admin-Outsilications: Candidates should note an earner or n.b., possess some admini-tivative background, and should demonstrate excellent writing, research and speaking skills as well as an ability to interact with people. Candidates with-out significant administrative background who show potential for higher administration will also be considered. Salary will be commensurate with experience and other qualifications.

The position is available July 1, 1992. The application deadline is April 8, 1992. Submit letters of application to Dr. Charles J. Reedy, V.P. for Academic Affairs and Dean of the College, Daemen College, 4380 Main Street, Amherst, NY 14226. AVEOE.

feasor level to join our interdisciplinary pain management team. Applicants should have knowledge of inpatient/outputent evaluation and management of acute and chronic pain, avaluation of patients for functional neuroaurgery intervention, and treatment of pain in a rehabilisation setting. Applicants should also have as interest in providing a stress management program for adult psychilatric inpatients and a stresty pain program for adult psychilatric inpatients and a stresty pain program for adult psychilatric inpatients and a stresty pain program for adult leaster patients. The position also requities a commitment to research, teaching, and supervision of undergraduate and graduate students. Applicants must possess a doctorate in clinical psychology design and psychology of the program in a part of the program in the p

Manage and the same and the sam

A calendar of forthcoming meetings, conferences, workshops, and institutes of importance to scholars and college

every week in The Chronicle.



Administrative **Openings**

Santa Rosa Junior College is located 52 miles north of San Francisco in the heart of the Sonoma County wine country. A publicly funded California Community College founded n 1918, Santa Rosa Junior College serves more than 33,000 students per semester. Santa Rosa Junior College is now accepting applications for the following full-time, twelve months per year Administrative positions:

Dean of Instruction, Occupational Education

4/17/92

Closing Dale

Assistant Dean, Health Occupations

Alhietic Director

4/17/92

4/17/92

(all appointments contingent upon Board Approval)

FORMAL APPLICATION REQUIRED To receive application materials, please contact:

Personnel Department, Santa Rosa Junior College 1501 Mendocino Avenue Santa Rosa, CA 95401 (707) 527-4688 FAX: (707) 527-4967

An equal opportunity/affirmative action employer

Santa Rosa Junior College 1501 Mendocino Ave., Santa Rosa, California 95401

SUOMI COLLEGE Hancock, Michigan

Suomi College is a small, private junior college affiliated with the Evangelical Lutheran Church in America, located in the Upper Peninsula of Michigan. The following positions are available:

DEAN OF STUDENTS

The Dean of Students is responsible for providing creative leadership for student life and serves on the President's Administrative Council, while reporting to the Dean of the College. Specific areas of responsibility include the residence halls, commuter concerns, personal and career counseling, health service, and food

The qualified candidate will have significant experience in student affairs (3-5 years), with demonstrated supervisory abilities, a commitment to staff development, administrative ability and good communication skills. A relevant Master's degree is preferred. Knowledge of developmental psychology, retention stategies, and other areas of study relevant to student life is desirable.

CAMPUS COUNSELOR

CAMPUS COUNSELOR

The Compus Counselor serves on the staif of the Dean of Students and is responsible for providing personal counseling, crisis intervention, in-services for residence hall staff and workshops for students, faculty and staff. The counselor is an-call and works closely with residence hall staff to provide after hours support and crisis intervestion. The qualified condidate will have a Master's degree in a counseling field with significant supervised counseling experience. Demonstrated ability to do clinical assessment and experience in crisis intervention and substance abuse counseling are required. Background related to other pertinent student issues is desirable.

We will begin to review applications Tuesday, March 31, 1992. Search will continue until positions are filled. Suomi College is an EOE/Affirmative Action Employer and encourages the nomination and condiduces of women and minorities, Send letter of interest and résumé to Director of Human Resources, Suomi College, Hancock, MI 49930.

to: Dr. Gary E. Cammon, Dean of the College, Eureka, Illinois 61530. Equal Opportunity Employer.

Psychology: Faculty position in Clinical Psychology. Mirabail University has an Assistant/Associato Professor position available (tenate track; rank based on prior experience) for Fall, 1992. Requirements; Doctorate in Clinical Psychology processors of the call-professional psychology processors of the call-professional respectively. Mirabail University, Huntington, West Wirginia 1975. Federal Psychology processors of the call-professional respectively. The call-professional respectively departments will be considered. License preferred: License preferred: License preferred: All options of the call-professional departments will be considered. License preferred: License preferred: All options of the continue until the position is filled. An Edit An amployer; women and minority application. 6:530. Equal Opportunity Employer.

Psychology, Marshall University has an Assistant/Astociate Professor position available (tenue track; mark based on prior experience) for Fall, 1992. Requirements: Doctorate in Clinical/Professonal Psychology preferred; Allo applicants from clinical/professional psychology departments will be considered. Liceuse preferred; license repreferred; license repreferred. Hence at the considered of the considered in two years) required. Prior college-level teaching experience is also preferred, Marshall has an undergraduate major in psychology, and graduate (M.A.) programs in clinical and general/theoretical psychology, and graduate teachine, practicum supervision, research and service. Condidates with a range of rosearch and clinical interests are encouraged to apply. Candidates should demonstrate their resperation to teach undergraduate courses (e.g., introduction to psychology, abnormal), and graduate course the programs of the expension of practicum supervision, coursework is assessment, treatment approaches with setults and/or children and practicum supervision. Dispecting our railance clinical is also possible, deponding on interests and credentals of the applicant.

Psychology: Generalist Ph.D. (or ABD) to teach at small libered arts college. Courses may include introductory, research methods, tests and measurements, lifespen development, social statistics, and physiological raychology. Successful college teaching experience required. Initial one-year appointment with likely renewal and multiple year contracts. Salary and rank negothble. Applicants must arrange to have three letters of reference and all tensurping season of reference and all tensurping season on the production of the season of the season





BULLETIN BOARD: Positions available

UNIVERSITY

EVANSVILLE

Dean

School of

Business Administration

An earned doctorate or an M.B.A. If from outside academia

Proven ability in developing strong relationships with the business community and attracting external support.
 Proven ability to work on a collegial basis with a dedicated faculty and to maintain an appropriate balance between teaching and

The University of Evansville is an independent, church-related, selective admissions university, located in a city of 135,000 in Southwestern indiana. Enrollment numbers about 3,000 full and part-time stu-

lents. The university includes a major campus in England called Har-

Application
The university has selected Heldrick & Struggles, Inc. to conduct the dean search. To apply, please submit a letter of interest, a current resume, and the names, addresses, and phone numbers of five references to: Charles R. Hoskins, Heldrick & Struggles, Inc., 76 S. Laura Street, Jacksonville, Florida 32202.

Wellesley College invites applications and nominations for the newly created position of Dean of Religious Life. The Dean will provide spiritual and religious direction for the College, and develop a model Interfaith Chaplaincy building on established religions, broadening and strengthening representation of other religions, and fostering interfaith dialogue and perapectives. The Dean will convene the compus chaplains and advisors to religious groups, serve as coordinator for all major religious services, and lead regular interfaith services. Other responsibilities include providing leadership for community discussions of central ethical, religious and spiritual issues; developing outreach to local and area religious communities; working with the Office for Resources to facilitate funding structures for campus chaplains and advisors. The Dean will report jointly to the Dean of Students and the President.

Qualifications: Candidates are expected to present atrong theological preparation on a graduate level (preferably doctors). Can be from any religion. Knowledge of a variety of religions and spiritual traditions; ability to provide visionary spiritual leadership to a multicultural, interfaith community; ability to lead interfaith dialogues on contemporary social and ethical issues is important. Ministerial and administrative experience in an accordance setting is desirable.

Please send letter of application and resume by March 31, 1992 to: Patricia E. Basque, Manager Employee Relations, Personnel Office, Wellesley College, Wellesley, MA 02181.

Wellesley College particularly welcomes applicate from ethnic minorities and women.

Wellesley College

sperience in an academic setting is desirable

Dean of

Religious Life

NALU National-Louis University

National-Louis University invites applications for the Dean of National College of Education.

lege of Education.

National-Louis University, founded in 1886, is a non-profit, private, independent coefficiational university specializing in teacher education, the arts and sciences, management and business, lumina services and related professional fields. The university occupies three campuses in the Chicago area and academic centers in five other states and Germany. National-Louis University is an institution with a FY92 approved operating budget of \$59.9 million and a student enrollment of 10,500. National-Louis University has "Awenty-three thousand alumni and alumnae throughout the world."

For over 100 years the National College of Education has had as its mission excellence in teaching, scholarship, service and professional development. The college recognizes the importance of life-long learning in a diverse, rapidly changing and global society. It is committed to developing and empowering fearners, be they students, educators or faculty members. The dean provides leadership for 127 faculty as well as programs in the Baker Demonstration School, undergraduate and M.A.T. preservice teacher educa-tion programs and twelve programs of the Foster G. McGraw Graduate School of Education. Programs are offered through the ductoral level. The dean reports to the Senior Vice President for Academic Allairs of the

Qualifications:

- An earned doctorate in a relevant discipline.
 Exemplary teaching performance and a record of significant scholarship and service in higher education.
 Commutment to non-traditional educational programs.
 Successful administrative experience in program development, budgeling and a allonic administrative.

- Successful administrative expenses and academic planning.

 Demonstrated academic leadership in higher education.

 Evidence of ability to attract external funding.

 Demonstrated commitment to the needs of faculty and a multicultural commitment. A commitment to the renewal of public schools and teacher education.
 Meel institutional requirements for the rank of full professor.

Application review begins: March 25, 1992. Anticipated starting date: July 1, 1992.

Numinations or applications (including curriculum vitae, references and other supporting materials) should be forwarded to the following address:

Mr. Philip F. Kapela Faculty Services Coordinator National-Louis University 2840 Sheridan Road Evanston, Illinois 60201–1796

Safary is competitive. All candidactes will be kept contidential. National-Louis University is an
Affirmative Action, Equal Opportunity Employer
and invites and encourages applications from women and minorities.

ASSOCIATE DEAN FOR STUDENT AFFAIRS School of Business Administration (SBA) California State University, Sacramento (CSUS)

Reporting to the Dean, the Associate Dean is responsible for a broad range of academic programs and administration of student programs (i.e., advising, interns, recruitment, etc).

Qualifications: An appropriate doctorate degree, with preference given to candidates holding a terminal business degree, and evidence of demonstrated administrative skills, academic leadership, and effectiveness with students in a diverse environment. Salary will be commensurate with experience and qualifications.

Application deadline is April 15, 1992. Send application letter, current resume, 3 recent letters of recommendation, and transcripts of nighest degree earned to: ADSA Search Committee; School of Business Administration; California State University, Sacramento; Sacramento, CA

CSUS is an affirmative action/equal opportunity employer and has a strong institutional commitment to the principle of diversity in all areas. In that spirit, we are particularly interested in receiving applications from a broad spectrum of qualified people, especially underrepresented athnic minorities, women, disabled individuals, and Vietnam era veterans who are representative of the diversity in California. CSUS hires only those individuals who are lawfully authorized to

Psychology: Psychology Department of Kutztown University invites ppolicants for an earty-level instructor or Assistant Professor tenure-track position to teach undergraduate and graduate courses including individual Teating. Pamily Therapy. AbdivinalPsychopathology. Child/Clinical, Personality. and General Psychology. Ph.D. from an APA approved Chileral Psychology program is required; applicants should be able to demonstrate or provide evidence of excellent teachina. Send letter of application stoling qualifications, wits, transcripts, and three current letters of recommendation to Dr. George K. Muursi, Chair of Search Committee, Department of Psychology. Kutztown University, kutztown University is national psychology. Rutztown University is located in scenic/rural gautheastern Pennsylvania and close to mid-Artentic metropolitan areas. Kutztown University is an Affirmative Action, Equal Opportunity Employer, and actively solicits applications from qualified women and minomities.



ASSOCIATE DEAN

One of Michigan's largest community colleges is seeking an ASSOCIATE DEAN, FINANCIAL AID, RESOURCE & INFORMATION MANAGEMENT SERVICES.

Serving as a member of the Academic and Student Development Services Administrative Leadership Team, the Associate Dean will provide leadership for tull- and part-time faculty and staff in a variety of assignments with focus on student financial aid, divisional resource development and reporting, and health/welfness services.

The successful candidate will possess a Master's degree in Student Personnel Administration, Counseling, Business or in a related area and three years of administrative, managerial or professional experience related to the position in a minimum of three of the following areas:

- (1) financial aid management
 (2) scholarship/fund development
 (3) grant/proposal writing and management
 (4) information management and report writing
 (5) supervisory experience

SALARY: \$43,080.40-\$66,035.10, commensurate with experience. It is the policy of Macomb Community College to recruit, hire and promote for all positions without regard to race, religion, color, national origin, sex, age or handicap. All employment decisions are based on the qualifications of each individual. No person shall be denied equal treatment as a result of a College practice or policy. Macomb Community College is committed to racial, cultural and ethnic diversity.

Each applicant should submit a letter stating specifically how you meet the stated qualifi-citions; a current resume; transcripts (photocopies acceptable for screening); and a MCC

SCREENING TO BEGIN APRIL 13, 1992. Call or write the Employee Relations Office for an application Director of Personnel and Benefits MACOMB COMMUNITY COLLEGE 44575 Garfield Road Mt. Clemens, Mi 48044-1498

(313) 286-2184 EEO/AA EMPLOYER

CLARK ATLANTA UNIVERSITY DEAN SCHOOL OF EDUCATION

Clark Atlania University is seeking a dean for the School of Education. The dean is the chief administrative officer and academic leader of the School and reports directly to the Provost. The dean is expected to give leadership to the instructional, grantswriting, research and service activities of the School and influence decisions on faculty recruitment and resource allocation to build effective programs. The dean is also expected to establish partnerships with educational and business leaders and government officials to enhance the quality and resource base of the School's programs.

Qualifications: Earned doctorate in a field of education. A record of successful experience in teaching, educational management and leadership at the college university level. Major administrative experience in public education will be favorably considered. Knowledge of accreditation requirements and experience in leading self-study exercises for both state and national accrediting agencies.

Applications will be reviewed beginning April 1. Closing date for applications

Applications will be reviewed beginning April 1. Closing date for applications and all supporting documents: April 17.

Please send letters of application, vita, and three recommendations or names, addresses and telephone numbers of three references to: Dr. Edward Irons, Chair, Dean of Education Search Committee, Wright Hall, Clark Atlanta University, Atlanta, GA 30314.

aistant Professor, beginning September, 1992. Applicants are required to have a Ph.D. and be capable of contributing to departmental BA and MA programs in psychology with a humanisticirumsnersonal orientation. These programs emphasize the exploration and understanding of human experience in a multiplicity of domains, such as personal prowth, therapeutic intervention, organizational development, sucrepressonal relationships, psychology of addictions, consciousness studies, sender issues, and human science psearch. The Department encourages a wide varioty of approaches to exploration and understanding of such phenomens, incinding: otheromenological, experiential, existing psychological services Center and understanding of such phenomens, incinding: otheromenological, experiential, existing psychological services Center and understanding of such phenomens, incinding the provide increase of the provide increa

Remployer.

Psychology: Visiting Associate/Full/Redired Professor: Developmental Psychology. The University of New Mexico is seeking a person with an established record of published research and teaching in developmental psychology for a case year harding visiting position during the 1892-3) seatomic year. Ideally, the person would each one graduate or one undergraduate feach one graduate or the feaching and processor of the feaching and processor with disabilities. Will teach in the vocations for the feaching and processor in the feaching and processor in the feaching and processor in the feaching and processor with disabilities. Will teach in the vocational releases with the feaching and processor feating feating for feating and processor feating feating feati

College, Carrollton, Georgia 3018. Georgia
College, Carrollton, Georgia 3018. Georgia

emment course. Preference will be given to candidates with an interest in planning and unbits policy. Other areas of interest to the department include economic development and local government administration. An important part of the department is the Covernmental Research Bureau which creases in applied research. Qualifications include Ph.D. or D.P.A.; ABDs in the final stages of dissertation writing will be considered. The salary is dependent upon qualifications. The contract period is the nine-month academic year with the possibility for tammer session and extension teaching. Position available August 16, 1992. Applications will be reviewed starting April 17, 1992 and continue until a suitable candidate is hired, interested persons should send; (1) a letter of application; (2) a current via; (3) official transcripts; and (4) three letters of recommendation to: Dr. Frederick W. Ziercher, Chair, Department of Political Science, University of South Dakota, 414 East Clark Street, Vermillion, South Dakota, 57069. An EEO/AA employ-

urged to apply.

Public Relations/Journalism: Bethan, a small, rural liberal arts collegs, 45 miles southwest of Pittsburgh, seeks an issurctor or a rassistant professor in print iosmalism with some background of public relations. Tenure-track. Michmum requirement: Master's despree in Journalism, public relations, or mass communication with relations, or mass communication with print emphasis. Preference for Pp. D. Bertal arts orientation, professional andor teaching experience. Review of application, resumé and three reference of application, résumé and three reference feeters to: Professor James Keesan, fleed, letters to: Professor James Keesan, fleed, Department of Communications, Bebang College, Bethany, West Vrigina 2003; College, Bethany, West Vrigina 2003; Fax: (304) 829-7223. Bethany encourages women and minorities to apply.



Dean of Academic Affairs

Choate Rosemary Hall Invites applications and nominations for the position of Dean of Academic Affairs.

Choate Rosemary Hall is a coeducational independent secondary school of 1,000 students—800 boarders, 200 day aludents—and a teaching faculty of 120. The school was created in 1974 by the merger of The Choate School, founded in 1896, and Rosemary Hall, founded in 1890. The school's 400-acre campus is located in Wallingford, Conn. The current endowment is \$72 million and the operating budget is \$28 million. Pinancial aid exceeds \$3.4 million.

The Dean of Academic Affairs, who reports to the Head, is responsible for implementing all academic policies and procedures, monitoring all courses and special programs which carry credit, evaluating current courses and programs, monitoring the belance within and among disciplines, developing new curriculum initiatives, and establishing graduation and credit requirements.

Administrative officers who report directly to the Dean are the Registrar, the Director of the Andrew Mellon Library, the Director of the Paul Mellon Arts Center, the Director of the Writing Center and the Senior Projects Coordinator. Department chairmen are responsible to the Dean for curriculum matters.

The ideal candidate must have extensive teaching and administrative experience, the ability to communicate effectively with faculty, staff, students, parents and other constitutencies, and a commitment to and proven experience in assessment, program review and planning for institutional effectiveness.

Salary is competitive and the position includes housing and a broad list of perquisites.

Review of applications will begin April 15, 1992 and will continue until the position is filled. The preferred starting date for this position is July 1, 1992.

Nominations and applications should be addressed to:

this position is July 1, 1992.

Nominations and applications should be addressed to:
Search Committee c/o G. Edmondson Maddox, Choate Rosemary
Hall, Box 788, Wallingford, CT 06492

As a school and employer, Choate Rosemary Hall is committed to excellence, diversity and equal opportunity. The school encourages nominations of, and expressions of interest from, minority and female candidates.

ASSOCIATE DEAN FOR UNDERGRADUATE MEDICAL EDUCATION

School of Medicine

UNIVERSITY OF NORTH DAKOTA

The University of North Dakota School of Medicine Invites applications and nominations for the position of Associate Dean for Undergraduate Medical Education,

Candidates must have an earned doctorate (i.e., M.D., Ph.D., Ed.D.), be qualified for the rank of Associate or Full Professor and have a proven record in teaching or research in the biological sciences and/or medicine, and have a record of success in the development and delivery of the undergraduals curriculum in medical education.

Responsibilities of the position include but are not limited to

- Supervising an Office of Medical Education and Evaluation:

 Supervising an Office of Medical Education and Evaluation:

 Providing expertise in curriculum development to faculty on all aspects of the curriculum in undergraduate medical education;

 Working to refine or retool curriculum in courses that impact horizoitally across all basic and clinical science departments (e.g., Focal Problems, introduction to the Pattent, Introduction to Clinical Medicine);

 Developing, in collaboration with faculty, evaluation mechanisms and tools which provide feedback information on instructional effectivenes.

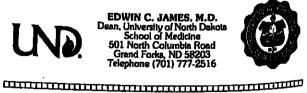
The selected individual will work in close association with the Senior Executive Dean for Academic Affairs and Research to develop a progressive (and innovative) Office/Division of Undergraduate Medical Education. However, heists will report directly to the Dean of Medicine.

The University of North Dakota School of Medicine is an Affirmative Action, Equal Opportunity Employer.

Nominations and applications are desired by April 15, 1992, and should be sent directly to:

UND 5

EDWIN C. JAMES, M.D. Dean, University of North Dakota School of Medicine



Excession: The University of North Caro-ina at Windington, Inframural Coordina-tor, Administrative assignment within the Office of Secretion and Intramural Pro-sponsible for, but not limited to, oversit paneling, assessment, and coordination of test, deal, and individual intramural teems recurrencies. Duties include pro-Public Service Management: Two now in-ure-track positions available Antina 1972. Prefured specializations: (a) community

development, urban planning, or intergoveromental relations, (b) health systems politons. Decignate in appropriate field, reserved of excellence in feaching, active scholarity agenda. Primary responsibilities: Teaching core and elective courses, supervising practice and theses, supporting University a whom mission. Two M.S. programs, in Public Service Management and feath Law and Administration, serve 200 feath and the serve of approach of the service of government serve of electron comprehensing the private Catholic, comprehensing the private Catholic, comprehensing and one year of intransural programming and policy makes folkago, Review of applications will be application of the positions filed. Send nomination or applications will be accepted united the position is filed. Submit letter of application, relative the position is filed. Submit letter of application, relative the position is filed. Submit letter of application, resumed and interest value of the position is filed. Submit letter of application, resumed and the position is filed. Submit letter of application, resumed and the position is filed. Submit letter of application, resumed and three letters of reference its, is of the position is filed. Submit letter of application, resumed and the position is filed. Submit letter of application, resumed and three letters of reference its, is of the position is filed. Submit letter of application, resumed and the position is filed. Submit letter of application, resumed and three letters of reference its, is of the position in filed. Submit letter of application, resume and three letters of reference its, is of the position in filed. Submit letter of application, resumed and the position is filed. Submit letter of application, resumed and the position is filed. Submit letter of application, resumed and proposition is filed. Submit letter of application, resumed and proposition is filed. Submit letter of application, resumed and proposition is filed. Submit letter of application, resumed and proposition is fil

Rehabilitation: Assistant or associate pro-fessor, tenure-track, Responsibilities: teach courses and advise students in voca-

CLINICIAN

Applications and nominations are invited for the position of Dean of the School of Business Administration at the University of Evansville. The Dean is the Chief academic and executive officer of the school and reports to the Vice President of Academic Affairs. The dean is responsible for all aspects of the school's operation, both internally and off Qualifications sought include an qualinications:
The dean will be capable of providing creative, enthusiastic, professional leadership to the school. The ideal candidate should possess An earned occorate or an m.b.A. if from outside academia.
 Evidence of teaching excellence and scholarly/professional activity appropriate for appointment at the rank of professor.
 An understanding of the role of a business school in a small, liberal aris and sciences-oriented university.
 Understanding of and experience with the AACSB accreditation

populations is preferred.

To apply, send your resume, with a cover letter stating salary requirements, and your qualifications for this position to Martin D. May, Personnel Director, CPO 2289, Berea, Kentucky 40404. Deadline for receipt of applications is March 31, 1992.



Berea College is a private, fouryear, liberal arts college serving 1,500 students, all of whom demonstrate high academic ability and have modest financial résources.

The Mental Health Clinician pro-vides individual and group psy-chotherapy to Berea students and, as a member of the coun-seling team, assumes responsi-bility for crisis intervention, educational and preventive pro-gramming, consultation, and staff training.

Qualifications sought include an advanced degree in clinical psychology, clinical social work, or counseling psychology (with appropriate licensure where available), and three years experience providing individual and group counseling, or an equivalent combination of aducation and experience. Experience with college-aged populations is preferred.

Berea is a Christian College Declicated to Equality of Opportunity. Applications from Women and Minorities are particularly welcome.

77.8. I

M STATE

4 CENTER

COMMUNITY

COLLEGE

DISTRICT



ASSOCIATE DEAN OF INSTRUCTION Academics - Kings River Community College

MINIMUM STANDARDS: Includes a master's degree. Criteria include extent of teaching experience; extent of experience as a department chair or coordinator, extent of experience developing and revising curriculum; extent of experience assigning. monitoring, supervising, and evaluating faculty.

THE DIVISION: The Associate Dean of Instruction, Academics, will be responsible for the following departments: English/Foreign Languages, Fine Arts and Social Science, Physical Education and Recreation, and Science and Math. The four departments have 42 fulltime and an average of 60 adjunct faculty members.

COMPENSATION: Salary is \$58,032 to \$73,104 based on amount of experience; plus \$1,044 for an

Filing Deadline: 4/20/92 Starting Date: 7/1/92

To find out how you can become a member of the team, contact the Personnel Office at 1525 E. Weldon, Fresno, CA 93704, or call them at (209) 226-0720.

St. Bonaventure University **DEAN OF EDUCATION**

The Dean is the chief administrative officer and academic leader of the School, and reports directly to the Vice-President for Academic Affairs. The Dean is responsible for the quality and effectiveness of the instructional programs of the School and for School decisions relative to faculty recruitment and development, resource allocation, and facilities. The Dean is expected to work cooperatively with other academic leaders in furthering the educational goals of the University. The Dean is also expected to work with state agencies, local educational personnel, and community leaders in promoting excellence in education.

The School of Education includes both undergraduate and graduate programs. The undergraduate programs include Elementary, Secondary, and Physical Education majors numbering 400. The graduate programs include Advanced Teacher Education, Reading, Community Counseling, and Administration; 350 students are enrolled in these programs. There are 23 full-time faculty members in the School of Education; adjunct faculty members in several departments. The Dean is the chief administrative officer and academic leader of the

The University is seeking a creative, dynamic individual who is an exceptional leader and communicator. The Dean is expected to exert innovative leadership skills with an experienced faculty and be dedicated to academic excellence. Candidates must possess an earned doctorate, have successful experience in academic administration, and have a record of scholarly achievement and research. Rank and salary will be based on credentials and experience.

Review of applications for the position of Dean of the School of Educa-tion will begin April 22, 1992 and will continue until the position is filled. Candidates should submit a letter of interest, curriculum vitue, and names of professional references to:

Fr. Richard Mucowaki, Ed.D., Ph.D.
Executive Vice-President
St. Bonaventure University
St. Bonaventure, NY 14778

St. Bonaventure is an Affirmative Action, Equal Opportunity Employer.

tional rehabilitation programs, conduct and publish research and scholarly work, participate in faculty governance and professional service activities. An opportunity to coordinate the undergraduate vocational rehabilitation program exists. Requirements iocitude a doctorate in an rehabilitation apecially or a closely related area, a rolummum of two years work expertence serving persons with disabilities. Profesence will as to applicants who are certified as a Vocational Evaluator or Rehabilitation Counselor. Successful teaching experience at the graduate or undergraduate level and a record of professional and scholar-by productlyity are desired at the assistant productivity are desired at the assistant ly productivity are desired at the assistant professor level and are required at the associate professor level. Salary is competitive and commensurate with experience and qualifications. Application deadline is April 10, 1992. Submit a letter of application, irranscripts, vite, and three letters of recommendation to Shirley Stewart, Department of Rehabilitation, University of Wisconsignation, Menomonies, Wisconsignation of Stewart Stewart, Properties of Rehabilitation, University of Wisconsignation of the associate level must also submit a sample of research and may available documentation regarding teaching performance. The University of Wisconsin-Stewart is an equal opportunity, affirmative action in an author commentation committed to diversity in its people and programs.

ple and programs.

Religion: African Traditional Religion. Undergraduate department of Philosophy and Religion seeks one-year replacement for 1992-93. Area of specialization: African Traditional Religion; sree of competence: Open. Teaching responsibilities include introduction to Religion and two sections of General Education 101: Roots of Western Civilization. Women and minorities are expecially encouraged to apply. Equal Opportunity. Affirmative Action, employer. Send assistants to Christopher Vector, Department of Philosophy and Religion, Colorett University. Hamilton, New York 1346-1398, by April 15, 1992.

Religion/Ethics: Rollsion and Ethics Endowed Professorahip. Nebraska Westeyan University, a selective liberal arts college, invites applications for the Mattingly Endowed Choir in Religion. We seek an experienced teacher and established scholar whose professional responsibilities will be divided between teaching undergrandunts courses and leadership for developing a sumpus-vide emphasis on ethics. Anticipated activities may include the planning and direction of symposis, facility seminars, and other curriculus years and colleges and experience of symposis, facility seminarily recognized as a leader among liberal arts colleges and has a radiation of dedigation to leaching excellence. Current liberal arts colleges and has a tradition of dedigation to teaching excellence. Current oursilment is approximately 1650 students. Our faculty bave access to the University of Nelpenka libraries. Lincola, a community of 200,000 or troops, provides a variety of cultural opportunities. Approintment to the Martinsty Endowed Chair in Religion to the Martinsty Endowed Chair in Religion and membership in The United Methodst Church, Minorities and women or strongly encouraged to apoly. The professorable is available August, 1992 or late. We will begin to review applications in late Edurch, and he search will continue until the position is filled. Send letter of application, curriculum vine, and the names of these references to Dr. Janet E. Rosnutsten, Vice President for Academic Affairs, Nebraska Wesleyan University, 5000 Saint Paul Avenue, Lincola, Nebraska 68504-2795.

Research Research Associate. Research in solutions of alkalides and/or electrides in an appoit solvent auch as dimethyl ether to reduce inmultion metal salts to the metallicial state. Complete characterization of the nationals metal particles produced by this method. Using vacuum-flee methods of synthesis. Inert atmosphere operations, solvent purification and handling of thermally tentable, reasilve motivals. Characterizing particles by x-nay diffraction, x-ray photoelectron spectroscopy, electron sin-



Responsibilities: The Dean of Vocational/Technical Education reports to gethe Vice President of Academic Affairs; assumes responsibility for supervision and evaluation of instruction in more than 30 degree and certificate programs in vocational/sechnical education; prepares a yearly budget request approves all related expenditures; recruits and recommends faculty, conducts research relevant to the operation and development of vocational/technical education in the College.

Qualifications: Master's degree required, Doctorate strongly preferred; minimum of five years' experience in an administrative position with at least three years at the associate dean level or commensurate experience in a position of similar responsibility; experience with Carl Perkins funding, ability to provide direction for an ambitious and progressive vocational/technical education program in a participatory management environment; excellent communication skills. Teaching experience in a vocational/technical discipline and a working knowledge of Missouri State funding procedures is desirable. Available July 1, 1992.

The College: Jetferson College is a comprehensive community college located 30 miles south and west of St. Louis in the center of Jetferson County. Jefferson County is home to 170,000 people who enjoy the benefits of a rural environment in the immediate proximity of a major metropolitan area. The College offers a comprehensive curriculum in college transfer and vocational technical programs to over 4,000 students each year. The vocational/technical education program is highly respected throughout the area and has received state, regional and national recognition for excellence in education.

Salary: Competitive. Jofferson College offers an excellent fringe benefit package including health and dental insurance, long-term disability, life insurance, a liberal leave and vacation provision, and an outstanding retirement program. Applications must include: A letter of application addressing the qualifications, résumé, copies of transcripts and three letters of reference. Completed applications must be received no later than April 1, 1992.

Address inquiries and applications to: Dan Steadman, D.A.
Vice President, Academic Affairs
Jefferson College
1000 Viking Drive
Hillsboro, MO 63050
(314) 789-3956, Ext. 300

it is the policy of Jefferson College that no person shall, on the basis of race, sex, color or handicap, be subject to discrimination in employment, or in admission to any educational programs or activity of the College.

croscopy and electron diffraction. Requires: Ph.D. in Chemistry, Ph.D. dissertation must be in the acts of material chemistry; three graduate courses in electron microscopy; Certificate of operation in transmission electron microscopy; Certificate of operation in energy dispersive spectroscopy. (Mondey-Friday.) 800 a.m.-5:00 p.m., \$21,000/year. Send resume to: 7310 Woodward Avenue, Room 415, Detroit, Michigan 48002. Reference Number 14992. Employer Paid Advertisement.

Employer Paid Advertisement.

Research/agronomy: Research associate to astist development of congruter model to asters likelihood of groundwater pollution associated with treatment of agricultural land with chamicals. Economics of alternative treatments is examined and net returns to farming projuction will be predicted. Continuing position subject to availability of fands. Requires Ph.D. degree in soil selected or appropriate Ph.D. degree in soil selected or appropriate. All the predicted continuing position subject to availability of fands. Requires Ph.D. degree in soil selected or appropriate soil president degree of the selected or selected transport models. Three hours of Papeal or Reprint programming required. Also demonstrated degree and regression analysis. Annual salary: \$27,000. Application should

include letter of application (include phode number), résumé, and phone numbers of three references. Position available May I, 1992. Soud application to Dr. R. L. Westerman, Head, Department of Agronomy, Oklahoma State University, Stillwater, Oklahoma State University, Stillwater, Oklahoma May Bould be received by April 1, 1992 for full consideration.







University of Southern Maine

DEAN School of Nursing

POSITION DESCRIPTION:

The University of Southern Maine limites nominations and applications for the position of Dean of the School of Nursing. Reporting directly to the Provost, the Dean is the chief academic and administrative officer of the School of Nursing. The Dean is responsible for carrying out the instructional programs and implementing the educational and professional objectives of the school by working with department chairs, facultry, staff, and students in developing quality teaching, professional experience, scholarly research and public service programs. These programs are delivered in partnership with professionals in health care settings throughout southern Maine. The Dean is responsible for development activities within the School, including maintaining alumni relations, representing the school in the annual ad capital fundralsing efforts of the university, and seeking grant support. In addition, the Dean is responsible for the continuing review, improvement, and development of the undergraduate and graduate nursing programs and the Associate and Baccalaureate Degree programs in Recreation and Leisure Studies; and for the budget allocations required for these programs.

QUALIFICATIONS:

QUALIFICATIONS: QUALIFICATIONS:

The required qualifications include a graduate degree in nursing, an earned doctorate, clinical practice in nursing, successful administrative and teaching experience in a baccalaureate or graduate nursing program, a record of research and scholarship, and experience in developing and administering a budget in an academic setting. Demonstrated ability to work effectively with faculty and university committees and public and private organizations both within and beyond own academic discipline are also required, individuals with a demonstrated commitment to diversity and minority concerns are strongly experienced to apply

o diversity and minority concerns are strongly encouraged to apply. UNIVERSITY AND COMMUNITY:

The University of Southern Maine, a comprehensive metropolitan university, brings to the state's Instest growing region a commitment to excellence in teaching, research and public service. One of the 7 campuses in Maine's public university system, USM is the second largest institution of higher learning in the state with an enrollment of over 10,000 undergraduate and graduate students. The greater Portland region offers a unique quality of life with a full range of social, cultural, technological, and recreational activities in a lovely setting on the Maine coast.

SALARY AND BENEFITS:

The salary will be competitive and commensurate with qualifications and experience. The University offers excellent fringe benefits, including

APPLICATION:

Send nominations and applications postmarked by April 24, 1992 to: Christine R. Pratt, Office of the Provost, RE:101, University of Southern Maine, 96 Fairmouth St., Portland, ME 04103. USM k an EEO/AA employer.

DEAN OF THE GRADUATE SCHOOL

The Union Institute invites applications for the position of Dean of the Graduate School.

To the same of the same of

Graduate School,

The Graduate School offers a comprehensive program of study leading to the Graduate School offers a comprehensive program of study leading to the degree of Ductor of Philosophy (Ph.D.). It serves over 1,000 self-directed adult learners (average age is 44 years) located throughout the United States and in fewer numbers throughout the world. Faculty members (approximately 80) are located in diverse geographical areas. The individual sought for this position will be the arademic and administrative leader of the Graduate School and will be expected to fulfill a variety of functions unique to the operation of this unusual program.

The feating that accepted a granulus colorisative where considered the study of the control of the operation of this unusual program.

the Graduate School and will be expected to fulfill a variety of functions untique to the operation of this unusual program.

The institution seeks a creative administrator whose experience attests to a personal interest in high quality, individualized education without preconceived metions about higher education delivery systems. Prior administrative experience in the more innovative sectors of higher education will be given preference. The Graduate Dean must be a seasoned administrator qualified in academic personnel management, budgeting, and curricular design, as well as in recruitment and public relations. A record of scholar-sulp and an emphasis on interdisciplinary study are essential. The Dean should possess an interest and commitment to cultural diversity and international and intercultural programming. The institution seeks an individual with the ability to work well with others so as to continue an emphasis on building and maintaining a cohesive cadre of highly qualified faculty. A Ph.D. in the Liberal Arts or the Natural Science is required.

Nominations and applications should be directed to the Chair, Graduate School Dean Search Committee, Office of the President, The Union Institute, 440 East McMillan Street, Cincinnati, Ohlo 45206 to later than April 15, 1992. Applications should include a current resume and all ist of five individuals from whom we may solicit commentary. The position is open and it is our intention to name the dean by June 15, 1992. The date on which the new dean will assume office is July 1, 1992 or as soon thereafter as possible. The Central Office is located in Cincinnati, Ohlo and the successful applicant will be expected to reside in the immediate area. A good deal of the Union Institute is unusually serious about being

The Union Institute is unusually se an Affirmative Action, Equal Opportunity Employer.

Research/Blochemistry: Assistant Professor, 40 hours/week, 9:00 a.m. to 6:00 p.m., salary \$55.000/year. Research on the structure, function and regulation of protein tyrosine phosphatase using blochemistry, sengics, and molecular blobay techniques. The research will facus on protein lyrosine phosphatases from yeast, pathogenic bocteris Yersials, and vaccinia virus. Teaching responsibility for undergraduate and graduate courses. Applicants must have a Ph.D. in blochemistry and a minimum of two years of related experience as a postdoctoral fellow or graduate research associate. Durius include: study the mechanism of related experience as a postdoctoral fellow or graduate research associate. Other special requirements include: experience as quantity of the province of the protein tyrosine phosphatase; using glutathione-Stransferse expression system; high performance liquidical to the protein tyrosine phosphatases, at least one of these publications in each of the following fields: contained a minimum of one year's working with years. Education must investing with years. Education of at least one clica course. Employer paid advertisement. Send resumes to 710 Mechanism. Send resumes to 710 Mechanism of the part of the protein tyrosine prices in the protein tyrosine protein tyrosine

Lakewood

COMMUNITY COLLEGE 3401 Century Avenue White Bear Lake, MN 55110

Dean of Academic Affairs

Application Deadline: Application/nominations must be received by April Starling Date: July 1, 1992 Responsibilities: This position reports to the President and is responsible for

College.

 Preferred Qualifications:
 Skill in interpersonal relations
 Strong communication skills, both sention and oral
 Demonstrated communication to the mission of the community college and

to serving students

• Experience in feaching and corriculum and program development

• Demonstrated capacity for creative and resourceful management and

Demonstrated Septemp of Periods and P

strength

Record of career progression in management positions

Demonstrated ability to work with others to implement programs in academic development and other strategic institutional objectives

Record of communent to staff diversity, including attirmative action and

General Information: Lakewood Community College is a member of the Minnesola Community College System and serves the Northeast Metro area of the Twin Cities (Minneapolis/St. Paul). Students attend the College's main campus, several extension sites, and the St. Paul Center. Fall '91 enrollment was 6, 181.

Application Procedures: Candidates should send a letter of application; resume; graduate transcripts; and names, addresses, and phone numbers of tive references to:

Search Committee for the Dean of Academic Affairs Afta: Diane Raymond Lakewood Community College 3401 Century Avenue

White Bear Lake, MN 55110 LAKEWOOD COMMUNITY COLLEGE IS AN EQUAL OPPORTUNITY EMPLOYER AND IS COMMITTED TO DIVERSITY AMONG STUDENTS. STAFF, FACULTY AND ADMINISTRATORS.

William Rainey Harper College Algonquin and Roselle Roads
Palatine, Illinois 60067

DEAN OF PHYSICAL EDUCATION. ATHLETICS & RECREATION

William Rainey Harper College in Palatine, Illinois is a comprehensive two-year community college which opened its doors in 1967 with an enroll-ment of 1,700 students, In 1992, Harper will celebrate its 25th unniversary with more than 27,000 students of all nges participating in credit and comtinuing education courses at the campus. The Dean of PEAR will be responsible for administering the following areas: physical education, curdiac exercise technology, cardiac rehabilitation, intercollegiate athletics, inframurals, community recreation, facilities rental and a large continuing education component. To qualify candidates must have demonstrated success in administration and teaching in a community college or other higher education setting, an academic background in one or more of the areas represented in the division, familiarity with wellness prugrams and an understanding and appreciation of the mission of a community college. A Master's degree in physical education, or related area is required with a doctorate preferred. For consideration, please submit a letter of interest and resumé to:

PERSONNEL DEPARTMENT William Rainey Hurper College 1200 West Algonquin Road Palatine, IL 60067-7398

Harper College is an Affirmative Action, Equal Opportunity Employer Women, minorities and persons with disabilities are encouraged to apply.

ond southern blotting, analyzing effects of hotmones on cells and animal resistance to viruses; willing to work flexible hours, and to be vaccinated with the smallpox, radies and yellow fever vaccine; experience in working with and breeding intunuocom-promised mice. Must have Ph. D. degree (or equivalent) in Blochemistry. 40 hours per week, \$25,000 per year. An employer pand advertisement. Applicant was be presently eligible to work in the U. S. Send résume to Missouri Job Service, \$35 Washington Avernue, \$1. Louis, Missouri 6310], Attention: J. Oisson. Reftr Job Order 8546722.

Research/Blochemisivy: Lab Specialist: To isolate cells from human and animal tissuo, maintain cell cultures, pais cells and prepare sterile cell culture media, klemify problems in cell culture media, klemify problems in cell culture and august solutions, perform blochemistric prominents with cultured cells independently. Requires B.S. in Blodoy, Blochemistry or Molecular Blodoy, desmonstrable ability to perform blochemical assays including spectrophosometric assays, radio immuno assays, chromatographic separations, immuno fluroscence, molecular blodge techniques including RNA estraction and Northern blotting, use and bandling of radioactive material. Prior experience in operating (and identifying the need for repair or respected

Associate to conduct research on the molecular mechanism by which the surface
proteins of oral Sirentococci interact to facilitate colonization on the tooth surface to
cause dental caries. Research requires exportence in molecular senetics including
sone clonins, irranposon mutagonesis,
DNA sequencins, Southern and Western
blot analyses and PCR technique; in biochemistry including isotope labelins and
putification of proteins by HPLC and affinity chromatography, enzyme kinetics, protain chemical modification, analysis of
structure and function of proteins and carbohydrates; and in microtiology including
acreening of special proteins.

Microbial
mutagenesis, fermentation and preparation, observation and analysis of artificial f A complete list of the latest government grants, foundation grants, and private gifts to colleges and scholars —

every week in The Chronicle.

SEARCH EXTENDED

Dean

Walter E. Heller

College of Business Administration ROOSEVELT UNIVERSITY

Roosevelt University invites applications and nominations for the position of Duan of the Walter E. Heller College of Business Administration (WEHCBA) One of five colleges, the WEHCBA has 86 full- and part-time faculty in four departments, serving 1100 undergraduate and 600 graduate major. The Dean of the Walter E. Heller College of Business Administration will provide the creative leadership necessary to enhance and strengthen these programs. The Dean, who is the chief academic and arministrative officer of the College and who reports to the Provost, will have substantial responsibility and the opportunity to make a significant impact on the development of the College and the University. The successful candidate will be an innovative leader whose vision and motivational skills will help create an atmosphere where excellence in teaching, research and service thrive. The successful candidate should possess.

the ability to lead the faculty in the development, evaluation, and administration of strong academic programs, stressing academic excellence in curriculum, instruction, scholarship and advising;
a successful record of creative and dynamic administrative leadership, with an emphasis on consensus-building;
an earned doctorate and strong record as a teacher and a scholar which meets the standards for a tenured professorship in one of the disciplines represented in the College:

represented in the College:

the ability to work aggressively with the Chicago business community to develop partnerships which will benefit students, faculty and the community to the community to develop partnerships which will benefit students, faculty and the community to th

nity;
• the communication and human relations skills allowing successful representation of the College to a diverse set of internal and external constru-

the ability to represent the business programs in fund-raising activities in both the private and public sectors; and
 the level of energy and enthusiasm necessary to spearhead successivity the College's professional accreditation process which is underway.

Roosevelt University is an independent metropolitan institution, with a main campus in downtown Chicago and a satellite campus in Arlington Heights, litinois. The University is embarking on a capital campaign—The Roosevelt University Renaissance—which includes plans for significant expansion and development of the Robin Campus. Five colleges offer bachelor's and master's degrees to approximately 6,000 full-time and part-time students.

This position is available light, 1993, Proposition of the colleges of the part of the colleges of the colleges of the part of the colleges of the col This position is available July 1. 1992. Resumes with a list of references should

Chair, Search Committee
Dean of the Walter E Heiler College of Business Administration
Roosevelt University
430 South Michigan; Avenue
Chicago, Illinois 60605

Roosevelt University is an Equal Opportunity. Aftirmative Action Employer

Executive Director of Development University of California at Berkeley Central Development Office

Report to the Assistant Vice Chancellor-Development. Direct aix functional areas with a staff of approximately 40 employees Corporate and Foundation Relations, Planned Giving, Major Gifts, Class Campaigns & Graduate Programs, Annual Giving, and international Development. Plan and implement a comprehensive and integrated fundraising strategy including consultation with campus deans and development directors. Participate in planning the next campus capital campaign.

Qualifications: Senior-level development management expe rience in an academic institution. Experience in organizing and carrying forward fundraising campaigns; gift solicitation, and major capital campaigns. Written and oral communication and public speaking skills. Ability to lead a staff effectively in achieving goals and to interact effectively with colleagues, faculty, university administrators, solvetors, and a culturally faculty, university administrators, volunteers, and a culturally diverse workforce. Experience in corporate and foundation relations, planned giving, major gifts, class campaigns, annua giving, and international development destrable.

Salary \$60.8 to \$91.2, with excellent benefits. To apply, please send letter, resume, and the names of three references by April 17 to:

> Marilyn Morissette Campus Personnel Office University of California 7 University Hall Box # 03-105-11(5) Berkeley, CA 94720

The University of California at Berkeley is an EEQ/AA Empk

and snimal denial plaques. Salary: 527,500 per year/40-hour week. Requirements: M.S. or equivalent in Biochemistry plus five years or equivalent as a Reseanh Associate. Position requires three years of research associate (or equivalent) experience in molecular biology, contributing to expogenicity such as dextranase, dextranase inhibitor, shean bioding portein and alucosyltransferases. Resumes to: Mrs. Jimmie Oaston. ALC Speciolist. Missouri Job Service, 505 Washington, St. Louis, Missouri 61101. Refer to Job Order #537821. Respondents must presently be digible for permanent employment in the U.S. An employer and advertisement.

Research/Blochemister/Blophysics: The Department of Physiology and Biophysics at Wright State University seeks a Research Associate (Majmum: Moster in Science desiret; desired: Ph.D or M.D. degree) with blochemical/biophysical background in the area of membrane transport (measurements of fon flures and characterization membrane transport enzymes) and/or mombrane transport enzymes) and/or mombrane transport enzymes) and/or mombrane transport enzymes) and/or molecular biology (RNA preparation and size

senied groups.

Research/Biological Sciences Senior Research/Biological Sciences Senior Research Assistant. Work with cultured off from humandrat kidneys to study pethodresis of glomerulonephritis/progresis/e have jujury. Investigate sports in scharce the proceeding the property of the process of the procedularity/matrix expansion in glomerul disease. Need Master's in Richh Sciences, at least one college level curse in Cell Biology and in Biochemistry. Most demonstrate shillry to perform cellustrate culture techniques thuman mesangia and culture techniques thuman mesangia and 2.9 hybrid cell lines; specific anzwe assays, DNARNA koletion; gel electropheresis/liquid chromatography. \$20,332. Apresis/liquid chromatography. \$20,332.

BROCKPORT

BULLETIN BOARD: Positions available

VICE PRESIDENT FOR ACADEMIC AFFAIRS

The State University of New York College at Brockport Invites nominations and applications for the position of Vice President for Academic Affairs. The position will be available August 1, 1992. THE COLLEGE

THE COLLEGE
SUNY College at Brockport, one of 13 comprehensive colleges within the 64-campus State University of New York system, offers integrated programs in the arts, humanities, social sciences, natural sciences, and professional studies at the baccalaureate and master's levels, as well as certificate programs in selected professional areas. Located within the greater Rochester metropolitan area, the College serves a diverse student body of nearly 9,500 students, 37 percent of who are adults.

THE POSITION

The Vice President for Academic Affairs, one of four senior administrative officers, is the chief academic officer of the College and reports circetly to the President. The Vice President is responsible for providing leadership and management for all instructional and academic support areas of the College. Reporting to the Vice President are the deans of the Schools of Arts and Performance, Letters and Sciences, and Professions, and the Dean of General Education; the discretors of Library Services, international Education, and the Educational Opportunity Center; the Associate Vice President for Academic Affairs, and the Grants Writer. Salary is competitive and commensurate with experience and qualifications. RESPONSIBILITIES

The Vice President for Academic Affairs:

ensures academic quality through the development and implementation of policies affecting the academic programs, the periodic evaluation of these programs, and the maintenance of the College's

oversees the recrultment and selection of all academic personnel, and recommends action on appointment, retention, lenure and promotion of faculty;
 ensures equal opportunity and affirmative action efforts to diversify the faculty and staff; fosters an environment conductive to collegiality, diverse views and open discussion, and an appreciation and respect for ethnic, cultural and social diversity;

 serves as a member of the President's staff in the overall planning and management of campus affairs, and chairs the Academic Council of Deans; • consults with the Faculty Senate as well as other on- and off-campus constituencies:

• serves as ilaison with central academic administration of the State University: and

• participates in the development and fund-raising activities of the College. QUALIFICATIONS

The College is seeking a creative, dynamic individual to provide academic leadership and vision. The position requires an earned doctorate, and distinction in teaching and scholarship appropriate for the rank of professor. Candidates also must demonstrate successful experience as an academic administrator at the dean's level or above. The successful candidate will have a commitment to the liberal arts and their relationship to the professions, as well as the ability to work with a multi-racial and pluralistic college community. In addition, all candidates will be evaluated on evidence of the following qualifications:

• leadership in support of faculty development, scholarship and creative activities:

determination to develop an environment supportive of cultural diversity;

expertise in comprehensive academic planning and resource allocation;
 leadership in grant acquisition and institutional development;

• effectiveness as a campus spokesperson, involving consultation with on- and off-campus constituen-

understanding of the political, social, and economic forces shaping the future of public higher education.

NOMINATIONS AND APPLICATIONS

Nominations and Applications should be addressed to:

Edward Kelly, Assistant to the President 408 Allen Administration Building SUNY College at Brockport Brockport, New York 14420

Nonlinees for the position will be invited to apply. All candidates must submit a complete formal application, including a) letter of interest that indicates how the candidate satisfies the qualifications; b) a current vita; and c) three current letters of reference from individuals who can assess the candidate's qualifications for the position. Review of applications will begin on April 15, 1992 and continue until an appointment is made.

SURY College at Brockport is an Equal Opportunity, Affirmative Action Employer. Minorities, women, and members of other protected groups are encouraged to apply.

Assistant Vice President for Academic Affairs and Dean of Graduate Programs

forwich University is comprised of Vermont College in Montpelier and the distribution of Vermont in Northfield. Of the 2,700 students enrolled of the University, 500 are in full-time, non-traditional graduate programs com-

The University is accking a leader to guide the development of its existing graduate programs: the independent study Graduate Program (M.A.), the M.F.A. in Writing, the M.F.A. in Visual Arts, the MA in Art Therapy and the M.Ed. in Physical Education. Directors of all graduate programs report to the Assistant Vice President/Dean, who in turn reports directly to the Vice President for Academic Affairs. The position also includes directorably of and part-time teaching in the independent study Graduate program. This is a tenure-track position, based on the Vermont College campus and available May 1 or thereafter.

Qualifications: An account of Academic knowledge of adult development;

Qualifications: An earned doctorate; knowledge of adult development; teaching experience with adult independent study; and substantial academic administrative experience. Candidates should have strong interpersonal

Interested applicants should aubmit résumé, cover letter and names of references to: Dean of Graduate Programs Search Committee, clo Vice President, Vermont College, Montpeller, Vermont 05602. Review of applications will begin on April 8, 1992. Norwich University is an EOE and affirmatively angle woman and minusity applicants.

syn a the Texas Employment Commission, San Antonio, Texas, or send resume to this lease Employment Commission, TEC 4665730. Abortine Commission, TEC 4665730. Abortine Texas 78778. Job Order 4665730. Advertisement paid by an Equal memoryment Opportunity Employer:

Research Chemistry Research Assistants Proceedings for two research assistant portices upon the process of two research assistant portices and possible of two research assistant portices and option of the second position encompasses requires the process of two research assistant portices and option of the second position encompasses requires the process of two research assistant portices and options, application of an especial control of the process of two research assistant portices and mechanistic studies, making callulatic reactions under high pressures using toxic gases, modern spectroscopic methods including under high pressures using toxic gases, modern appeared by including the process of two research assistant portices and polyment complete an

expenence.

Application, résumé, and 3 references
to: Personnel Services, #V-015, Bowlin
ing Green State University, Bowlin
Green, OH 43403 Application roview
will begin April 18, 1992. BGSU is an EEO/AA employerieduca-tor and welcomes applications from women, minoritics, veterans, and the disabled.

Director of Development Assistant Vice President

University Relations

The Director of Development and Assistant Vice Fresident for University Relations will be responsible for conducting and supervising a variety of fund-raising programs including the activities of Associate Directors for Public Relations, Planned Coting, Annual Funds, Prospect Research, and Corporations/foundations. Minimum Baccalaureste; Master's preferred. At least five years of successful fund-raising experience, preferably in higher education, and major gh solicitation experience and broad background in development.

SSOK minimum, commensurate with

Vis. GC, GC-MS, and HPLCAOPC, glove-box and vacuum-line techniques, and computer modellins. Both positions require record of relevant publications in refereed journals and demonstrated research ability. Salary rangs \$22,000-\$25,000, plus steadard university benefits package. Work location: University Park, Pennsylvania. Application deadline: April 20, 1992. Send application, rissumd, copies of publication, and two leitors of recommendation to Dr. A. Sett. Department of Chemistry. The Pennsylvania State University, 152 Davey Locations of the Chemistry of the Pennsylvania (8892. An Affirmative Action, Equal Opportuality Employer, Women and minorities encouraged to apply.



Star Search

North Harris Montgomery Community College District is now accepting applications to fill anticipated new administrative positions. This is a unique opportunity for outstanding leaders to continue their professional development and gain further recognition while working with NHMCCD's exceptional team of innovative faculty stars and administrative

NHMCCD comprises three colleges (North Harris, Kingwood and Tomball) located in a 751 square mile area in north Houston, Texas. A fourth college, Montgomery College, is scheduled to open in 1995. The District currently enrolls 18,000 credit and 30,000 community education students. NHMCCD is recognized for the quality of its educational program and is considered a leader in technological innovation.

Listed below are anticipated positions and qualifications of the ideal candidates. All positions are subject to budgetary approval by the NHMCCD Board of Trustees. Screening of applicants begins April 15, 1992. All positions remain open until filled.

(1) Associate Vice Chancellor for Human Resources is a staff position reporting to the Vice Chancellor for Administrative Services. Duties include coordinating human resource development, employee recruitment, wage and salary administration and employee assistance programs. The ideal candidate will hold an advanced degree in human resource development or a related field, have a minimum of three years management level experience (higher education experience preferable), and exhibit strong management, interpersonal and communication skills.

(1) Associate Vice Chancellor for Information Systems is a staff position reporting to the Vice Chancellor for Administrative Services. This individual is responsible for the operation of the Information Systems Department and its related functions including participating in strategic planning and information systems planning. The ideal candidate will hold an advanced degree in information systems or a related field and have a minimum of five years management experience in information systems (higher education experience preferable). Extensive experience related to technological support within a highly dynamic multi-college environment is

(2) Vice President for Instructional Programs and Resources (Kingwood College; North Harris College) serves as the chief academic officer and reports to the college president. Duties include supervising deans and division heads in all instructional divisions, ensuring the quality of all instructional programs, directing instructional planning, coordinating articulation programs and coordinating the development of new programs and resources for instruction. The ideal candidate will hold an earned doctorate in a relevant discipline, have substantial experience as an instructional leader in a comprehensive community college, preferably at the dean's level and have a demonstrated ability to lead a diverse and creative faculty and staff.

(1) Vice President for Administrative Services (Tombali College) reports to the college president and has overall responsibility for managing all fiscal matters, business and administrative services, information systems and physical plant operations. The ideal candidate will hold an appropriate advanced degree and/or certification such as MBA or CPA, have demonstrated knowledge of business administration, financial management, accounting and budgetary procedures and have a proven record of successful management and staff leadership.

(1) Dean of Science and Technology (North Harris College) reports to the vice president for instructional programs and resources. Duties include ensuring the quality of instructional programs, coordinating curriculum development and revision and serving as liaison with advisory committees and special accrediting agencies. The ideal candidate will hold a master's degree (doctorate desirable) in a relevant discipline and have substantial experience as an instructional leader at the division/department head level or above and possess demonstrated skills in curriculum development, program evaluation, planning, budget development and

(2) Dean of Community Education (North Harris College; Tomball College) reports to the vice president for instructional programs and resources and supervises the team responsible for all aspects of non-credit education programs. Duties include program planning, development, implementation and quality assurance, budget development and management and serving as liaison to business, industry and riners and clients. The ideal candidate will hold a master's de (doctorate desirable) in a relevant discipline with substantial experience and proven success as a leader in training, development and community education. Community college experience is desirable.

Salary for the above positions will be commensurate with education and experience.

Star Search Personne North Harris Montgomery Community College District 250 N. Sam Houston Parkway East Houston, Texas 77060



EOE M/F

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The College:

Vice President for Academic Affairs

Lesley College invites applications and nominations for the position of Vice President for Academic Affairs.

The College:
Localedin Cambridge, Massachusetts, Lesley College is a recognized leader in the educational community for its innovative educational programs and delivery systems. The College's undergraduate and graduate programs share a common commitment to high quality and creative instruction and the integration of academic and field-based learning. Through its three administrative units—the Undergraduate School, the Graduate School, and the School of Management—the college offers a wide array of professional and liberal arts programs in the fields of education, human services, and management to more than 5,000 students, on campus and in off-campus programs regionally and nationally.

Position: The Vice President, as the Chief Academic Officer of the college, will report to the President and will supervise, coordinate, and integrate the major academic units and support services of the college. The VP will provide leadership for all academic areas, including: planning, development and evaluation of new academic projects; academic personnel decisions; faculty development and evaluation; periodic program review and reports for accreditation; and coordination of curriculum across the college Additionally the

and coordination of curriculum across the college. Additionally, the VP will work with the Deans and Senior Staff of the college to develop budgetary planning policies that will provide appropriate supportfor both new initiatives and ongoing academic programs.

Qualifications: Significant administrative experience at a senior level; familiarity with a wide range of programs and delivery systems serving diverse populations, including adult learners; college teaching experience, a record of scholarly activity, and an earned

Personal qualities should include: commitment to embracing diversity in a multicultural environment and knowledge of women's development; excellent organizational and communication skills; creativity, vision, and ability to be innovative; and strength, flexibility, and a sense of humor in solving problems and handling ambiguity. Women and minorities are strongly encouraged to apply.

Applications: The review process for applications will begin April
1. Send curriculum vita and names of three references to: Lisa
Koplowitz, VP for Academic Affaira Screening Committee, Lesley
College, 29 Everett St., Cambridge, MA 02138-2790. An Affirmative Action/Equal Opportunity Employer

We Put People First

UNIVERSITY AT ALBANY

STATE UNIVERSITY OF NEW YORK

POSITION RE-OPENED

The University at Albany is the oldest state chartered public institution of higher education in New York. Its tabilished in 1844, Albany will celebrate its Sesquicentennial in 1994. As a University center of the State University of New York. Albany has a broad mission of undergraduate and graduate education, research and public service. More than 17,000 students are enrolled in the ten schuols and colleges of the University, which is noted for its achievement of both diversity and excellence. The University has recently announced its first comprehensive capital empalgn for \$55 million and solicits nominations and applications for the following position:

Associate Vice President for Development

The Associate Vice President for Development reports to the Vice President for University Advancement and is responsible for planning, coordinating, and managing all private fund-raising initiatives university-wide including, but not limited to, the programs of the annual fund, major and planned gifts, corporate and foundation relations along with constituent school and program-based efforts. The Associate Vice President also serves as Manager of the Campaign for Albany.

Minimum qualifications include a Bachelor's degree with seven years development and capital campaign experience preferably in a university setting with direct solicitation responsibilities. Demonstrated expertise in and knowledge of the broad spectrum of private gift programs. Must possess strong management and human relations skills, be highly organized and innovative, and possess effective written and oral communication skills.

Nominations and applications should be directed in confidence to:

Christian G. Kersten, Vice President for University Advancement

AD-231, 1400 Washington Avenue, Albany, NY 12222

To assure full consideration, nominations and applications will be considered beginning immediately and continue to be reviewed until the position is filled. The University of Albany, State University of New York, is an equal opportunity, affirmative action employer. Applications from minority persons, women, handicapped persons, and special dissolded or Vietnam era veterans are especially welcomed.

Associate Commissioner - Fiscal Affairs MONTANA SYSTEMS OF HIGHER EDUCATION

Nominations and apple alions for the Associate Commissioner for Fiscal

Affairs are invited

General Information: The Montana Systems of Higher Education include six senior institutions (The University of Montana, Montana State University, Montana College of Mineral Science and Technology, Eastern Montana College, Western Montana College of the University of Montana, Northern Montana College) and five vocational-technical centers (Billings, Butte, Great Falls, Helena, Missoula). The System shares local governance with three community colleges (Dawson, Flathead, Affles). The System office is located in Helena, the capital city, a community of 26,000 with excellent climate, schools, cultural and recreational opportunities.

opportunities.

Position Description: The Associate Commissioner reports directly to the Commissioner of Higher Education whose staff provides overall leadership to campuses and centers as well as support for the Board of Regents. The Associate Commissioner oversees a staff of twe and interacts closely with chief tiscal officers in the System. The Associate Commissioner (1) oversees all aspects of financial administration within the System including the development and defense of the System's legislatively-appropriated hudgets (totaling \$200.2 million in 1992), the preparation of the "all funds" Regent-approved operating budgets (totaling \$370 + million), revenue bond linancing and refinancing (1484-92 activity total \$194.5 million), tuttion and bee recommendations and peer institution analysis of budgeting and tuition; (2) leads in the development of fiscal policy including (see and tuition, auditing, investments, and expenditures; (3) development and maintenance of accounting policies and procedures in compliance with GAAL. CUBA, and other stale and national accounting standards; (4) monitors System office budget encompassing 11 separate programs totaling \$28.9 million; (5) supervises the administration of the WiCHE/WAMI programs and the Montana Rural Physicians Incentive Program; (6) maintains data base and student encoductions Master's degree in business, accounting, administration, or related field required.

Qualifications: Master's degree in business, accounting, administration, or related field required, dixtorate and C.P.A. preferred. Minimum of five years in senior fiscal management position, preferably in higher education. Experience in legislative relations highly desirable. Excellent communication and interpersonal skills. Proven leadership abilities, Substantial knowledge of and experience with computer applications for business and accounting.

Salary: Competitive and negotiable, depending on qualifications. Nomination Deadliner April 13, 1992. Application Deadline: April 30, 1992,

Position Available: July 1, 1992. Application: Send letter of application, résumé, and a list of five references to:

John M. Hutchinson Commissioner of Higher Education 33 South Last Chance Guich Helena, MT 59620

CARLOW COLLEGE Pittsburgh, Pennsylvania

VICE PRESIDENT FOR DEVELOPMENT

Founded in 1929, Carlow College is a private Catholic liberal arts college primarily for women, recognized for its academic excellence—a tradition of the Sisters of Mercy. Carlow is a small community of about 1,500 students with an increasing population of non-traditional students. The College offers 21 undergraduate majors organized in eight divisions, and two graduate programs in education.

The Vice President for Development (a new position), is responsible for the overall management and organization in fund raising and alumnae gram for the 90's" fund-raising effort. The staff includes Directors of institutional Advancement, Annual Giving, Alumnae Relations as well as a full support staff that includes and experienced records coordinator. The Vice President will report directly to the President and will serve as a According to the President's staff.

A complete long-range plan has been approved and will become the basis for a major new fund-taising program running through 1999. The President and the Board are making a new commitment to fund raising and committing their time and support to make an increased effort possible.

Minimum requirements include a bachelor's degree, at least six years of degrelopment and administrative experience, preferably in higher education. The Vice President should have demonstrated ability to relate and communicate effectively with faculty, trustees, alumnae, parents, administrators and key community leaders. A proven track record in fund raising is necessary.

Review of applications and nominations will begin immediately and continue through April. The salary is competitive. Résumés and nominations will be considered confidential and should be submitted to:

April E, Vest
Dizector of Search/Special Services
Todd Charitable Resources
1108 Ohlo River Blvd., Suite 803
Sowickley, PA 15143

Research / Engineering: Ragineering Research / Engineering: Regeneric Associate [1—40 hours poweet, 8 am to 5 pm. \$40,596 annual salary. Outles: Participate in the execution of research revolects concerned with the mechanics of all the experiments and their components. Specific assignments will include design of superiments and laboratory sel-times; supervision of data collection selicities; analytical studies of vehicle systems; supervision of data collection selicities; analytical studies of vehicle systems; supervision of research findings and reporting of these findings in combination with others by means of technical reports and scientific articles; and running existing computer program, to develop a comprehensive picture of the performance characteristics of existing and graposted motor vehicles, Annicant must have a master's devices, Annicant must have a master's develope's, Annicant must have a master's develope's ourse, each in engineering computer methods and in the mechanics of solids. Additional require-

ments for the position include two years' related experience as a vehicle enginer. The experience must include two years in evaluation of the steblishy and control properties of heavy truck combinations. Send resume to 7310 Woodward Avenue, Room 415. Detroit, Michigan 48202. Reference Number 10892, Employer Paid Advertisement.

Resparch / Fisherles; Research Associate with a M. S. degree in fisheries with an emphasis on fish bealth. Knowledge of infectious diseases of fish, fish epizoniology, knowledge of water quality and the relationship of infections in fish and the environment. Auburn University is an Affirmative Action, Equal Opportunity Employer. Minorities and women are encouraged to apply. For a complete job description contact: Dr. John Plumb, 215 Swingte Hall, Auburn University, Alabama 36849; (205) 844-9215.

California State University, Hayward VICE PRESIDENT, ADMINISTRATION AND BUSINESS AFFAIRS

California State University, Nayward invites applications and nomination for the position of Vice President, Administration and Business Affairs. The University, enrolling 13,000 students, was established in 1957 and is one of the 20 universities of The California State University system. The University, with its main campus in the hills above Hayward overhooking the San Francisco Bay, serves a large metropolitan area and a culturally diverse probability.

The Vice President, Administration and Business Affairs reports directly to the President and is responsible for general supervision of the fiscal affairs of the University and their related support functions; preparation of the University budget and allocation of resources; non-academic personnel administration; employee relations; campus physical planning and development; operations of the physical plant; environmental health and safety; and emergency observations.

As one of three vice presidents, the Vice President, Administration and Business Affairs is a member of the Executive Staff of the University and plays a key role in the development of University policy; represents and acts for the President on matters of established policy within the University and The California State University system; and accepts specific delegations and assignments requiring coordination at senior administrative levels.

signments requiring coordination at senior administrative levels.

Qualifications include relevant senior level experience in university administration and linancial management; demonstrated ability to work cooperatively with various constituencies; education and training appropriate to a senior administrative affairs position; doctorate or equivalent training and experience destrable. Salary is commensurate with experience and qualifications. The selection process is planned for completion in the summer of 1992. Screening will begin on March 23, 1992. Please direct inquiries, nominations, or letters of application to:

Chair, Search Committee for the Vice President, Administration and Business Affairs cto Office of the President California State University, Hayward Hayward, CA 94542-3001

AN EQUAL OPPORTUNITY, AFFIRMATIVE ACTION EMPLOYER

VICE PRESIDENT FOR RESEARCH

Florida Institute of Technology

Florida Institute of Technology, with a growing research program, is seaking nominations and applications for the position of Vice President for Research. The University is an accredited, independent institution which currently enrolls approximately 8,000 students. Of 4,000 students at the main campus, 1000 are enrolled in graduate programs which offer M.S. and/or doctoral degrees. The campus is located in Malbourne, on Florida's sest coast, near the Kennedy Space Center.

Major ecademic units of the University are the College of Engineering, College of Science and Liberal Arts, School of Aeronautics, School of Psychology, and School of Business. Annual research grant and contract volume is currently \$5 million.

The Vice President for Research reports to the President. Units reporting to the VP-Research include the Office of Sponsored Programs and the Claude Pepper Institute for Aging and Therapeutic Research.

Qualifications include a Ph.D. and the attainment of scholarly distinction required for a senior faculty appointment in the University. Candidates should have algrificant administrative experience, effective communication skills, and the ability to work well with students, faculty, administrative colleagues, and external agencies, both industrial and governmental.

Salary will be commensurate with experience and qualifications. Review of applications and nominations will begin on April 15, 1992. Applications and nominations will continue to be accepted until a candiate is hired. The preferred starting date is on or after September 1, 1992.

Applications should send a résumé end the names, addresses, and talephone numbers of three professional references. Nominations and applications may be sent in confidence to Gordon L. Nelson, Chair VP-Research Search Committee, Dean of the College of Science and Liberal Arts, Florida Institute of Technology, 150 West University Blvd., Melbourne, FL 32801-8988.

Fiorida inatituta of Technology ia an Equal Opportunity, Affirmativa Action Employer.

Research Management: Manager of Re-search and information wasted. Duties in-clude directing contract research projects: maintaining dambases; conducting sur-veys; preparing reports; writing proposals, Master's degree from an accredited school of public health preferred. Two years' ex-periesces conducting research projects as

DC 20005; (202) 842-868.

Research/Molecular Blology; Research Scientis. Utilizing background in lipoprotein metabolism, solidion, characterization modification, and knowledge of cholesierol modification, and knowledge of cholesierol metabolism and relationship between serum lipoproteins, hyportension, and the development of streftoclerosis, as well as knowledge of eliphatic fluorescence dyes metabolism in humans. Isolates, analyzes, and custom research in early diagnosis of lipid metabolism in humans. Isolates, analyzes, and custom modifies lipoproteins from humans and porcine blood. Label; stolated lipoproteins with fluorescence dyes. Evaluates affinity to the receptor, isolated proportein receptors level and activity. Performs the same accepting for human bload, subtypes them, and acreas for lipoproteims receptors level and activity. Performs hosais (selected cell lines). Provides suldence to students, Utilizes such techniques and equipment as ultracquirilipation, flow cytometry (FAC, star Plus with microwas computer), electrophoresis, spectrophotometry analysis, sel filtration chromatography, fluorescence micro-case with image processor, in addition, utilizes computer languages/operating sys-

tems like Quattro Pro. Word Perfect, Microvax. Works nights, weekends, and holidays when required. Ph.D. In Molecular Biology and 5 years' experience as research Scientist or Postdoctoral Fellow/Assistant Professor of Molecular Biology required. 40 hours/week, \$31,500/year. Send résumé to Bethiehem Job Center, \$3.5 ti West Walnut Street, P. O. Box 1157, Bethiehem, Pennsylvania 18106. Job Order #4454925.

A Bulletin Board notice will quickly put you in touch with the best prospects for the positions you have available.

preparing research grant proposals, performing experiments and analyzing data preparing manuscripts for publication, and training and supervising technical assistants and neurosurgery residents. Applicants must have an M.D. and/or Ph.D. in neuroscience or neurosurgery and four years related neurosurgery and four years related neurosurgery people requirements include; experience in small enimal supersy and neurosurgery; working with animal models of stroke, brain hemorphiage, brain deems, magnetic resonance maging and measurement of blood-brain barrier permeability. A minimum of four publications in peer reviewed journals in the area of stroke or brain sedems is required. Employer paid advertisement. Send risumes to: Reference #10992, 7310 Woodward Avenue, Room 415, Detroit. in different brain regions of various stratos of mice; analyze findings, draft reports and studies and review medical research rabacted to the above. Required: M. S. in Plannic cology. Two years' experience in job offered or two years as a Post-Doctoral fellow. Experience must include working with neutonal cell culture and functional studies of OABA receptors; must have published at least two publications in related fellow within the last two years. \$25,600 year, \$100 year, \$100

Research/Phermacology/Blochemistry: Research Assistant III to conduct advanced research as the area of pre-clinical pisama-cology and cell biology related to aniprofice pative and blochemical effects of polyamine analogs in human cancer models and cell lines to determine ICs, of drugs by criticitoxicity experiments using SRB usay and cells growth in culture; experimental thorapy of polyamine analogs in mode nate bearing human pancrealic adeocarcinoms models; extracting enzymes and polyamioes from human pancreatic cancer cell Research/Pharmacology: Research Fellow, Baltimore, Maryland. Fest and evaluate responses of various combinations of mouse GABA receptor subunits to anti-opdeptic drugs and alcohol; close new GABA receptor subunits, determine their base and anti-no acid sequence and levels of expression

PROVOST

RULLETIN BOARD: Positions available

University of Southern Colorado

The University of Southern Colorado, a public regional university of distinc-tion, invites applications and nominations for the position of Provost. The Provost is the chief academic and operating officer of the institution. Provosi is the chief academic and operating other of the installability.

Specific Areas of Responsibility: The provosi is responsible to the President for all academic programs, student affairs, and business services. Areas and offices reporting to the provost include the four colleges of the university, student life and development, continuing education, library, business services, admissions and enrollment services, althelics, and KTSC-TV. The provost is responsible for all personnel, budgeting, and administrative concerns in these

critical aleas.

Qualifications: Candidates must have an earned doctorate, significant academic experience (including teaching and scholarly activity), a strong commitment to affirmative action and diversity on campus, the ability to develop and supervise a broad range of academic, student, and business functions, a strong commitment to the values of shared governance, and a credible record of past accomplishments in higher education, preferably at the academic dean level or

Starting Data: July 1, 1992 or as soon as possible thereafter Salary: Salary and fringe benefits are competitive.

Salary: Salary and fringe benefits are competitive.

About the University of Southern Colorado: The University of Southern Colorado is located in Pueblo, a community of approximately 100,000 people east of the scenic Sangre De Cristo Mountains. The University is a regional university with a polytechnic emphasis. The four academic colleges include Liberal and Fine Arts. Science and Mathematics, Business, and Applied Science and Engineering Technology. Emphasis is on undergraduate education in the liberal and fine arts and in various professional fields. Master's programs are offered in Applied Natural Sciences, Business Administration, Systems Engineering, Education, Social Work and Counseling (the latter three in conjunction with other institutions in Colorado). Current enrollment is approximately 4,400. The University's primary goal is to become one of the best regional universities in the United States, as measured by the quality of its faculty, students, programs, and facilities. A major capital gifts campaign is underway to facilitate achievement of this goal.

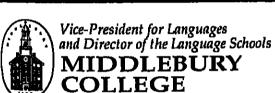
The University has a highly diverse population and is committed to a number

The University has a highly diverse population and is committed to a number of high priority initiatives to further enhance diversity on campus.

Submission of Materials: Nominations and applications are encouraged beginning immediately, in order to receive full consideration, a letter of interest and complete curriculum vitae should be received no later than April 17. Please submit the names and phone numbers of at least three references. References will not be contacted without prior approval of applicants. Please submit all materials to:

Chair, Provost Search Committee University of Southern Colorado 2200 Bonforte Boulevard Pueblo, CA 81001-4901

The University is an Affirmative Action, Equal Opportunity Employer.



Middlebury College invites applications and nominations for the position of Vice-President for Languages and Director of the Language Schools, with responsibilities to begin no later than September 1, 1993.

The Vice-President for Languages and Director of the Language Schools of Middlebury College reports to the President and has ultimate responsibility for the Arabic, Chineso, French, German, Italian, Japanese, Flussian and Spanish Schools during the summer session, with approximately 200 faculty and 1100-1200 students; and for the Schools in Florence, Madrid, Moscow and Paris, attended by some 250 students each academic year. Middlebury College offers graduate degrees in French, German, Italian, Russian and Spanish.

We expect the successful candidate for the position to hold the Ph.D. in language, literature, linguistics, or a related field, and to have native or near-native proficiency in both English and one of the languages taught at Middlebury. He or she should possess teaching and scholarly credentials sufficient to warrant appointment with tenure to the faculty of Middlebury College, significant or relevant administrative experience, and strong interpersonal skills. Finally, he or she should demonstrate the ability and the commitment to preserve and build upon Middlebury's position of excellence in language education.

Middlebury College is an equal opportunity employer. Screening of candidates is scheduled to begin on June 15, 1992, and will continue until the position is filled. We anticipate that a first round of interviews will be held in July, with finalists to be interviewed in early fall.

Each applicant should arrange to have three confidential letters

early fell.

Each applicant should arrange to have three confidential letters of reference sent directly to Nicholas R. Clifford, Provost and Chair of the Search Committee, Old Chapel, Middlebury College, Middlebury VT 05753.

lines and bladder cancer cell times, and from human pancreatic adenocarcinoma models in sude mice; determine enzyme activity (ODC, SAMDC, SSAT) using "Cobulina, and in interconversion and metabolism of polyamines by HPLC, druss maintained interaction using "H-labellina and protein assay; set up new experimental using somputer-aided techniques. Require—Mass dorest assay; set up new experimental using computer-aided techniques. Require—Mass damalyze experimental results using computer-aided techniques. Require—Mass damalyze experimental using computer-aided techniques. Require—Mass damalyze experimental results using computer-aided techniques. Require—Mass damalyze experimental during the color of flowering plant its succulture. Also must have knowledge of recombinant DNA techniques involving isolation and purisheation of nucleic acids, construction and screening of gene libraries, character and requiremental substances and tresumental plant its succulture. Also must have knowledge of recombinant DNA techniques involving isolation and purisheation of nucleic acids, construction and screening of gene libraries, character and requiremental substances and physiology of flowering plant its succulture. Also must have knowledge of recombinant DNA techniques involving isolation and purisheation of nucleic acids, construction and serve involving of nucleic acids, construction and serve involving involving involving involving and physiology of flowering plant its succulture. Also must have knowledge of recombinant and purisheation of nucleic acids, construction and requiremental physiology of flowering plant its succulture. Also must have knowledge of recombinant and purisheation of nucleic acids, construction and requiremental physiology of flowering plant its succulture. Also must have knowledge of recombinant and continuents acids and physiology of flowering plant its succulture. Also must have knowledge of recombinant and continuents acids and physiology of flowering plant its succulture. Also must have knowledge of n

Service Center. LEMOVAS.

Research/Space Physics/Physics: Research Associate to carry out computer experiments with the Earth version of the Rice Convection Model on a Hewlett Packard 750 computer, to decide whether pressure gradients near the magnetopause could possibly drive magnetopause could possibly drive magnetopause convection. Modify the Earth version of the Rice Convection Model to include the low-fattude boundary layer. Improve the Jupiter version of the Rice Convection Model to make stone of the Rice Convection Model to make immore realistic, carry out computer simulations with the improved model, and forge

Vice President for Student Affairs University of the District of Columbia Responsibilities: The Provost and Vice President for Responsibilities: The Vice President for Student Affairs is

Provost and Vice President for Academic Affairs

Academic Affairs, the chief academic officer of the university and the senior administrator in the absence of the president, has final responsibility for the policy formulation, budgeting, fiscal management, curriculum development, staffing, programming and evaluation of the six colleges and the divisions of Learning Resources, Continuing Educa-tion, and Graduate Studies and Research.

Oualifications: Requirements are an earned doctorate from an accredited university and a minimum of six years of experience, including three as a full-time teacher of an academic discipline and three as a full-time administrator at the level of president, dean, or vice president. The latter experience should have included work in curriculum development, personnel management, budget development, and fiscal management. Evidence of scholarly productivity

Salary Range: \$70,905-\$86,340 per year.

Successful applicants serve at the pleasure of the President, and the selectees will be required to be bonufide residents of the District of Columbia or become bonafide residents within 180 days from the effective date of appointment and shall maintain such residence for the duration of employment. Failure to become a District resident or to maintain District residency shall result in forfeiture of the position to which the incumbents have been appointed.

responsible for the planning, policy formulation, budgeting, fiscal management, staffing, program development, and evaluation for all student programs and services, including those of the Office of Counseling; the Office of Career Planning and Placement; the Center for Student Program Development: Health Services; and the offices of Financial Aid; Veterans Affairs, International and Multicultural Programs; Educational Field Services; Testing and Assessment; and Intercollegiate Athletics.

Qualifications: A minimum of three years of general expenence and three years of specialized experience are required. The general experience should have included administrative management, personnel management, budget development, and fiscal management. The specialized experience must have provided the applicant with an understanding and appreciation of the diversity of student interests and with the ability to direct such interests into channels that maximize students' growth and development. An earned doctorate from an accredited university is desirable.

Salary Range: \$66,380-\$86,815 per year.

Applicants should submit a resume by May 11, 1992, to: University of the District of Columbia

Office of Personnel Management and Development MB4804 4200 Connecticut Avenue, N.W. Washington, D.C. 2008

UDC is an Equal Opportunity, Affirmative Action Employer

Vice President for **External Relations**

neens College seeks an outstanding professional in fund raising and public relations to serve as Vice President for External Relations, who will be responsible to the President for the College's Offices of Development, Alumni Affairs, College Relations, and Research & Sponsored Programs (which administers grants), and other areas assigned by the President. Queens College has increased the amount of funds raised by 1,200 percent over the last six years and is in the process of initiating a major capital compaign.

Candidates should have at least a bachelor's degree and a proven, substantial record of success in development and public relations, as well as strong organizational/administrative capubilities; energy, initiative, and drive; and superb interpersonal and communication skills.

Salary: \$88,100-\$97,991; excellent fringes. Position available July 1, 1992. Send letter of application, with emphasis on achievement and amounts of funds raised, plus vita to

Vice President Evangelos J. Gizis, Box CHE, Queens College/CUNY, Flushing, NY 11367. Review of applications will commence on April 15 and continue until uppointment is made. AVEOE



connections from data with Voyager 1 and 2. Applications must have a Fh.D. in Space Physics or Physics, 527,500 per year. Apply at the Texas Employment Commission, Ilouston, Texas or send résumé to the Texas Employment Commission, Texas or send résumé to the Texas Employment Commission, Texas or send résumé to the Texas Employment Commission, Texas or send résumé to the Texas Employment Commission, Texas or send résumé to the Texas Employment Commission, Texas or send résumé to the Texas Employment Commission, Texas or send résumé to the faculty masser de commission to student sergups; chair Residential Life commisses; facilitate policy implementation conscious propriet de propriet ce Life: Residence Director, Live-io

er.

Residence life: Area Director. Responsible for the residence life program and administration of a residential area bousing 530-650 tradition of a residential area bousing 530-650 traditions of a residential area bousing 530-650 treated staff, with contral office and Student Affairs Division responsibilities. One position is responsible for greek housing 11 national fraternities and 10 sourcities) including supervision of sreek RA staff and leadership development. Require Master's degree and tall supervisory experience, 521,000 annul salary plus benefits and apariment. Application deadline: Arral 10, 1992. Interviewing at NASPA. Sond letter of application and returne to: Feef Fotts, Director of Residence Life. P. O. Box 8795. The College of William and Mary Williamsburg. Virgina 23187-8795. AV.

portunities to complement the faculty mas-ter program; encourage and support a vari-eity of social programs; serve as an advisor to student groups; chair Residential. Life committees; facilitate pulicy implementa-tion; counseling and crists, management; serve as a hisson to other College Offices. Master's in student personnel or related fadd preferred; one year of residence hall experience required. Renumeration.

Whittler, California 96608-0634.

Residence Life: Antichated vacancies for Coordinator for Residence Management. Responsible for day-to-day management at 6, four to eight buildings, 25-35 student at all, and population of approximately 1000. Duties include supervision and triniains of sieff, deviant House Council, assisting with Assignment Services, Retreathonal Programming, Profittles Management, and Judicial Affairs. Live-in, 12-months, Salary competitive. Master's degree and two years' experience in residence hall management preferred. Computer knowledge the programming profit essentially to a religiously oriented codlege environport essential. Condidates desirans advanced interviews at NASTA should submit resurates and credentials by March 25. Contact Cinistopher M. Innosik, Director for Residence Life. Kennedy Hall, Villanowa, Pennsylvania 19085.

DOMINICAN COLLEGE OF SAN RAFAEL, CALIFORNIA

Vice President for Institutional Advancement

Dominican Collego of San Rafael Invites applications and nomina-tions for the position of Vice President for Institutional Advancement. The Vice President reports to the President, participates in the manage-ment of the College as a member of the President's Senter Administra-tive Staff, and staffs appropriate committees of the Buard of Trustees.

The Vice President is responsible to the President for the overall management and organization of the College's development, alumni relations and communications activities. The Vice President is to plan and implement both short- and long-term institutional advancement goals and objectives that will support the College's skillty to fulfill its mission as a conducational liberal arts college in Marin County/San Francisco Bay Area.

The successful candidate will have at least five years of senior level The successful candidate will have at least five years of senior level development experience, particularly in major git solicitation. He or she will also have strong communications and public relations skills, a demonstrated ability to manage effectively, and the background to participate in the broader administration of this one hundred-year-old Catholic liberal arts college, located on a beautifully worsled campus cleven miles north of the Golden Gate Bridge. Past pariormance should demonstrate knowledge of all espects of institutional advancement, experience in staffing trustees, and the willinguess to direct a capital campaign. Salary is competitive and commensurate with experience.

Review of applications will begin April 6 and continue until the Vice President is appointed. It is hoped that the successful candidate will assume the vice presidential responsibilities prior to the 1992-93 fiscal

Applications and nominations should be addressed to President of soph R. Fink, Dominican College, 50 Aracia Avenue, San Refeel, CA 94901-8008.

Dominican College is an Affirmative Action, Equal Opportunity Employer.

ing, act as a listice with the mulatenance department; coordinate department andity programs; coordinate student workers from resident advisors; advise assigned student organization. Cualifications: Master's degree in Student Pertonanci, Higher Education, Counselling, or related field and three years of professional residence life or related experience required. Applications send cover letter, resume, three letters of recommendation to: Search Committee, Erwin 22; State University of New York at Cenesco, Cenesco, New York 14454. Desulling: April 10, 1992. Compensation: 534,000-536,000. Starting Date: June 16, 1992. Interviews at NASPA. Equal Opportunity. Affirmative Action Employer. Women and minorities are execuraged to apply.

Residence tife: Director of Housing and spectation. Samy very conjuctual was the housing and meal plan provided. Applications will be reviewed beginning April 2, and will continue until position in diled. Send résumé to R. Dale Martin, Dean of Student Development, Bureka College, 300 East College, Avenue, Eureka, Illinois 61530, Interviewing at NASPA.

apply.

Residence tife: Director of Housing and Residence tife. Bureka College, a private Midweatern liberal arts college of 500 students, seeks an individual to continue development of strong residence life program, The Director will supervise fifteen Resident Assistants and Oreok Housing, and will develop a connection to campus life for commuter students, in addition, the Director will estimate in the development of a stronger Intranumal program through Housing and Residential Life. The Director, as part of a Student Development

VICE PRESIDENT FOR EDUCATIONAL AFFAIRS

J. A. National College of Chiropractic, francied in 1906, located in Lombard, bilinois, accredited by the Commission on Accreditation of the Council on Chiropractic Education and the Commission on Institutions of Higher Education of the North Central Association of Colleges and Schools, offers a five academic year program leading to the degree Doctor of Chiropractic, as well as upper division courses leading to the Bachelor of Science degree in human biology. The College employs ninety faculty, enrolls an average of 750 students, and graduales approximately 170 professional students annually. The Vice Prosident for Educational Affairs reports directly to the President, and is responsible for all educational programs, including those of the Postgraduate Division. Hoshe supervises stx deans, two directors, and one coordinator/ developer. I fisher primary responsibilities include:

Maintenance and improvement of all educational programs.
 Provision of innovative thinking and action relative to new programs.
 Provision of leadership for and evaluation of those who report to him/her.
 Overseeing or chairing all faculty search committees:
 Recommending salary levels for faculty and related administrative and support staff.

recommending salary levels for factory and federal salary policies, port sald.
 Overseeing the formulation of all educational budgets and policies.
 Representing the College and/or President when required.
 Assisting the President in fund raising, legislative matters, and intercollegiate.

relations;
• Providing leadership for Self-Study Reports and acting as liaison with accrediting agencies.

Providing annual educational and other reports at the direction of the Presi-

dent;

Working closely with the President and the Vice President for Administration and Finance in the day-to-day operation of the College; and

Working cooperatively with faculty and administrators for the most efficient and effective attainment of the College's mission and purposes.

Qualifications: The College encourages all candidates with the following

Terminal academic or first professional degree.

• tircad and significant academic and administrative experience at level of

clean or above.

Established record in teaching and scholarship.

Excellent managerial, communications, and organizational skills;

Demonstrated leadership ability:

Ability to work with diverse constituencies;

Ability to work with diverse constituencies;
 Experience in accreditation procedures;
 General knowledge of fund-raising strategies;
 Sensitivity to needs of a diverse educational community;
 Honesty, integrity, and good moral character;
 Proactive leadership style; and
 Willingness to actively develop a sensitivity to, and concern for, The National College of Chiropractic, its history, and its specific needs

Experience in health education at the first professional level is desirable. Applications: Position will be available September 1, 1992. Salary is competitive and commensurate with credentials and experience, with a range of \$70,000 to \$80,000 plus benefits, including TIAA/CREF retrement plan. Search will continue until the position is filled. Norninations, or letters of application, accompanied by current curriculum vitae, and the names, addresses, and telephone numbers of no less than five referees are to be mailed to:

Dr. Jacob Fisher, Chair Search Committee for Vice President for Educational Affairs The National College of Chiropractic 200 East Roosevelt Road Lombard, Illinois 60148

VICE PRESIDENT FOR ACADEMIC AFFAIRS

Nassau Community College invites applications from candidates with vision and experience for the position of Vice President for Academic Affairs.

The Vice President serves as a member of the president's Cabinet and supervises and is responsible for instructional and community services programs. Candidates must have a significant teaching and research history with the ability

towork with diverse constituencies within a collective bargaining environment. An earned doctorate with a minimum of live years of academic administrative earners observed while a minimum of the species of account authorization is required. The successful candidate must demonstrate exceptional communication and interpersonal skills and the ability to articulate and to implement the mission and philosophy of a community college.

Nassau Community College is one of the largest two-year institutions on one campus in the nation and has a diverse population of 23,000 students. The college of large a wide range of liberal aris and science programs, fine and performing arts, bealth-related sciences, mathematics/computer programs, and performing arts, health-related sciences, mathematics/computer processing, angineering tech-nologies and business programs. Nassau Community Colloge is located on Long sland, thirty miles east of New York City.

The preferred appointment date for this twelve-month administrative position is August 1, 1992. Salary is competitive and commensurate with qualifications and experience. Excellent benefits packago provided.

Letters of application along with detailed curriculum vitae an three references should be malled by March 27, 1992, to: Mr. Harold Bellinger, Affirmative Action Office

NASSAU COMMUNITY COLLEGE

ONE EDUCATION DRIVE, GARDEN CITY, NEW YORK 11530-6783

Residence Lifes Hall Director in University Housing and Food Services of California State University, Chico. Two full-time, temporary, Ibenomic openings (August 1992) through May 1993 with possibility of second Ibenomia appointment). This live-ip-position is responsible for executing politics; expectations and procedures; providing on-site professional crisis intervection; acting in an advising and consulting capacity which requires attention to student problems; maintaining records of hall settifies, financial transactions, occupancy and discipline; and recultings of Resident Advisors, assisting them is their personal and professional development with the goal of developing the hall staff into a close working team. This professional position acts as liaison with the total University community. Contact CSU, Chico, Parsonnel Office, 1990; Colifornia 99929-0018; (916, 898-435 for, details and application materials. Requires application and supplemental application. Closing date April 6, 1992. AA/ FOR.

Residence Life: Residence Hall Director positions. Austin College is a selective coeducational residential college for 1,200 students located in Shorman, Tenas, sixty miles north of Dallas. Expectations: Primary responsibility for administration of a residential living sees. Active involvement in advising/counseling and provides learning opportunities for both individual students and groups. Meaningful participation in collaborative Student Life work group possible. Assist with the coordination of summer conference operation. Oppartunity for secondary assignment in other student related areas of the college commeasurate with the istills of the applicant and the needs of the college, Qualifications; Master's degree in student personnel, counseling, or related area. Candidates possessing an appropriate combination of experience and education will be considered. Remuneration: Salary is compelitive. 12-modil appointment. Send letter of application, resumé and three selers of reference to: Mr. Timothy P. Millerick, Director of Student Life, Austin College, P. O. Box

HIRAM COLLEGE

Vice President for **Business and Finance**

Hiram College invites maninations for and expressions of interest in the position of Vice President for Business and Finance.

Founded in 1850, Hiram College, an independent, co-educational, selective un-dergraduate college, is hearted in the historic Western Reserve just one hour from the cultural advantages of the Cleveland metropolitan area. The College places the student/faculty relationship at the center of its mission and expresses this mission through such impositions as its interdisciplinary curriculum and excellent study about program, Hiram College has a traditional residential ouraliment of 900 with 275 arthitional FTE students in its Weekend College.

Hiram College is steeped in a tradition of collegial governance and adherence to a countilment to the vibramy of leaching and learning. The Vice President is integral to the fulfillment of these goals. Hiram College seeks a Vice President to provide leadership for long and short range strategic management of the College's management of the College's

Reporting to the President, the Vice President will develop and monitor the hudge of process, streamline financial control and reporting procedures, monitor existing and new capital campaign endowment funds, manage construction of science facilities and a new fibrary, and support the enhancement of Luman resource policies and procedures. The financial, physical plant, purchasing, human re-sources and auxiliary services directors are responsible to the Vice President.

Candidates should possess the fiscal and administrative expertence and expertise to manage the complexity and multiplacity of business openitions in an Independent college dedicated to the Theraf arts. Creativity, finitiative, and the ability to communicate with and to understand the nearly of faculty, students, trustees, staff, administrative are discussed in the small community are essential. An undergraduate degree is required, advance degree preferred. For full consideration, please reply in confidence to:

Hiram College
Chair, Vice President Search Advisory Committee
eto Educational Management Notwork
8 Williams Lane
Post Office Bus 792
Nontuckot Island, MA 02554

Hiram College is an Equal Opportunity Employer and encourages applications from a omen and introvits

Vice President for Business Affairs

Washington State University is accepting applications and nominations for the position of Vice President for Business Affairs. The Vice President is the primary administrator of this area reporting to the President of the university. The Vice President has major administrative responsibility for university-wide policy, planning, and budget processes as a last seponsible for major university-wide crepital construction and facilities management programs. Other duties include serving as treasurer of the Board of Regents and representing the university to legislators, governmental agencies, and community leaders.

Minimum qualifications for this contraction and community leaders.

Minimum qualifications for this position include a bachelor's degree in a retevant field. A graduate degree or other professional training is pretered and familiarity with national and regional educational and financial issues. Candidate must have exceptional interpersonal and communication skills, a demonstrated record of integrity, and outstanding background.

WSU, located in southeast Washington with a student corollment of 17,000, is the state's land grant university and is a comprehensive academicrosearch institution with seven colleges and a graduate school. In addition, WSU has titree branch campuses, located in Spokane, Vancouver, and the Tri-Cities, and research stations located ilmoughout the state. WSU is a member of the Pacific-10 Arkitatic Conference.

The closing date for applications is April 17, 1992, or until the position is filled. Applications must consist of a cover letter and a résume which includes the names, addresses, and telephone numbers of all least three professional references. Applications and questions should be directed to:

Mr. Stanton E. Schmid Vice President, University Affairs Washington State University 442 French Administration Building Pullman, WA 99164-1043

Washington State University is an Equal Opportunity, Affirmative Action educator and employer. Members of ethnic minorities, women, Vietnamera or disabled veterans, per-sons of disability, and/or persons between the ages of 40-70 are encouraged to apply.

Academic Vice President

Western States Chiropractic College

The Academic Vice President is the chief academic officer of the College. Responsibilities include direction of all academic programs, providing active on-going leadership, oversight of educational budgets and policies and partion of the President and Chief Business Officer in day-to-day operation of the College.

tion of the Conege.

The successful candidate has a terminal or first professional degree, academic and administrative experience at the level of dean or above, proactive leadership style and ability to work among diverse constituencies. Experience with health education valued.

Position begins no later than July 1, 1992. Salary and benefits commensurate with experience. Applications preferred prior to March 27, 1992. Please forward cover letter, resumé and references to:

Personnel Department Western States Chiropractic College 2900 NE 132nd Avenue Portland, Oregon 97230 (503) 256-3180, ext. 325

An Equal Opportunity Employer

Residence Life: Resident Director. Live-in position with subsidized housing. Provides leadership and implements the residential life program. Ensures community development which is multiolitarial and multichinic residential complex. One year's experience as director or confinator of college-level aroup activities. Supervisory, counseling, and live-in experience and 4 year degree

1177. Sulle i, Sherman, Texas 75091-1177;
(903) 813-1206. Will be interviewing at ACPA and MASPA. Austin College is an equal opportunity employer, interested applicants are encouraged to fax material in advance.

Discrete Administration Building Room 515-4, Northridge, California 91330, EOE/AA, 11tts LX, Sections 503 and 504 Employer.

Residence Life: Responsibilities: Supervise a 350 bad residence hall, coordinate staff selection and training, and hall government. Frovide counseling and cruses intervention for residents. Direct programming in alcoholidrus education. 12-month position. Requirement: Bachejor's degree required; master's preferred. High energy level. Good people skills. Remuneration: Residence Life: Residence Hall Counselor (Hall Director). Responsible for administration of large (425-600) residence hall. Provide staff development, counseling, advisement of hall government; supervision of resident assistants; raddust easistants desk clerks, secretary. Coordination and

Morningstoe Consess.

\$1106. AA/EOE.

Residence Life: Rasident Director. Real State University invites applications for interest of the programming of the dents. Facilitates programming, supervised 5-20 parapryfessional staff, advises had sovernment, is involved with disciplice and sovernment, is involved with disciplice and serves on committees. Qualifications: Market's degree in Stodent Personnel or related field and experience preferred. Ten-month appointment, salary \$14,000 to \$18,000 based on assignment, apartment, personnel or related metal plan and university benefit package. Submit resume and three joness of refreshed to the programming of Student and Simf Development, Department of Residence Services, P.O. Department of Residence Services, P.



EXECUTIVE DIRECTOR OF ENROLLMENT MANAGEMENT CENTRE COLLEGE

Centre College seeks applicants for an Executive Director of Enrollment Management, a new position at the College. In 1991 U.S. News & World Report called Centre the most up-and-coming national liberal arts school in the nation. Located in one of the country's most picturesque college towns in Kentucky's fained Bluegrass region. Centre has a highly selective student body of 900 students and an endowment in excess of \$60 million. Guided by a comprehensive strategic plan, the College in the 1990's will further increase its national visibility.

The Executive Director of Enrollment Management will:

Work for the Vice President for Planning and Resources and supervise the Directors of Admission and Financial Aid,

Supervise the Directors of Admission and rinancial Aid,
Co-chair with the Vice President an enrollment management
committee composed of persons from throughout the College,
Oversee the implementation of the College sextensive ment

scholarship program,

Conduct institutional research on all aspects of enrollment

Design and implement long-range marketing strategies, including publications, to accomplish the enrollment goals of the College's strategic plan.

This position will require a person of high energy and intelligence who has 1) a deep understanding of and conuntiment to liberal arts education, 2) an extraordinary record of success in academic management positions, 3) experience in and a predilection for long-range planning, and 4) a thorough knowledge of information systems, financial planning, geodemographics, marketing, and recruiment. The candidate must be willing to travel extensively. Salary is negotiable. The committee will begin screening candidates April 14th with the expectation that the successful applicant will begin work July 1st. Send letter of application and resume to Ms. Julie Crump, Centre College, 600 W. Walnut Street, Danville, KY 40422.

Centre College is an equal opportunity employer.

ROCKHURST COLLEGE

Chief Financial Officer

Supports the Jesuit educational mission of the College.
 Supervises the operation of the finances of the College, its budge, is business office, short and long term investments, financial planting.

ontainess onice, short and tong term investments, mancial passang and property development.

Serves as a member of the College's administrative team and of the College-wide lindget Committee.

Acts as the chief staff resource to the Finance Committee of the Board of Teaming.

Directors of physical plant, security, budget and personnel officer wark directly with the Chief Financial Officer on the College's resource and facilities team.

Position is available immediately.

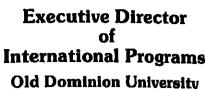
Send résumé, names and addresses of three references by April 6, 1992 to: Sr. Gertrude Patch Executive Vice President Rockhurst College 1100 Rockhurst Road Kansas City, MO 64110

Undergraduate or graduate degree in accounting; MBA/CPA desirable.
 Understanding of fund accounting.
 Minimum five years' supervisory experience in a business/financial area, preferably in a college-university setting.

Rockhurst Facts & Figures

 Independent Jesuit comprehensive college with 3,000 students.
 Annual budget of \$19,000,000; endowment of \$27,000,000. An Affirmative Action, Equal Opportunity Employer

development of programs, activities in residential environment. Responsible for leadership development, crisis intervention, student discipline. Maintala open, positive, and caring atmosphere in residence hall community. (Live-in position.) Requires Master's degree and live-in residence hall experience. Also resident sasistant, araduste assistant in residence hall or hall direction preferred. Starting dete: August 1, 1992; salary range: \$160 \$1700 per month, plus flurished apartment, meals and fringe beningside Coffees, Sioux Ciry, lors salary range: \$160 \$1700 per month, plus flurished apartment, meals and fringe beningside Coffees, Sioux Ciry, lors salary range: \$160 \$1700 per month, plus flurished apartment, board plus at two letters of reference to received by March 30, 1992 (applications, colorant) seed openings in halts of 220.50 per polications, etc. Facilitates programming, approved dens. Facilitates programming, approved dense, facilitates programming, appr



General Position Description

The Executive Director of International Programs is responsible for planning, coordinating, and administering the University's international programs and is expected to increase the international awareness and participation of all parts of the campus He/she reports directly to the President. titulional Context

RULLETIN BOARD: Positions available

Old Dominion University, a young and growing institution, enrolls approximately 17,000 students. The University's major campus is located in Norfolk, Virgina, inside Hampton Roads, an attractive, historic, and internationally-oriented metropolitan area with a population of 1.4 million. The University also operates two significant higher education centers in the nearby cities of Virgina Beach and Hampton. The University's annual budget exceeds \$125

The University's Norfolk campus is located on the Elizabeth River, a tributary of the Chesapeake Bey and Atlantic Ocean. Hampton Roads is one of the busiest and fastest growing ports in the nation and a leader in international trade and the maritime industry. The Norfolk Navai Base, the largest navai base in the world, is three miles from the campus. Major federal research Installations that focus upon space, aeronautics, oceanography, and nuclear physics also are nearby. The University is the largest research contractor in Virginia with NASA.

Virginia with NASA.

The University's location confers upon it special advantages in international education and hence it has made a strong commitment to internationalize its faculty, student body, and curriculum. It is committed to a significant expansion of its international activities, including faculty and student exchanges, foreign language and culture instruction, curricula development, and interaction with the large international community of Hampton Roads. A doctoral program in international business was initiated in 1991 and a doctoral program in international studies/relations has been approved for implementation in Fall, 1993.

The Executive Director:

Plans, coordinates, stimulates, and administers the University's interna-tional programs. The following individuals report to the Executive Direc-tor: the Director of the English Language Center, the Director of the Office of International Study and Faculty Services, and the International Student Admissions Counselor.

Manages the University's faculty and student exchange programs, which currently focus upon Western Europe and Asia. The Executive Director is expected to expand or establish exchange programs in other geographic areas such as Latin America, the Middle East, and Africa.

 Develops and implements plans to increase the size and diversity of the University's international student population, which currently totals more than 600 students from 70 countries. Assists deans and faculty to internationalize the University's curriculum and provides support for internationally-oriented academic programs such as the graduate programs in international studies/relations, Asian studies, and international business

Works with all segments of the campus to increase the interaction between Old Dominion University and the international constituencies of Hampton Roads such as NATO, SACLANT, international businesses, maritime and

trade agencies, and others. Seeks extramural funding for the University's international programs.

• Earned baccaleureate degree, master's degree or equivalent experience

 Extensive international experience, including but not limited to travel, business, education, and culture • Extensive administrative experience in progressively responsible positions Familiantly with the distinct problems and challenges of international programming in higher education

Record of attracting extramural funding

Superior ability in oral and written communication

Understanding of the role of a publicly-assisted university in an increasing ly diverse and international society

Applications and nominations should be directed to:

James V. Koch, President Old Dominton University Norfolk, VA 23529-0001 Ph. 804-683-3159, FAX 804-683-4505 Review of credentials will begin on 1 April 1992 and will continue until the position is filled.

Old Dominion University is an affirmative action, equal opportunity institution

Residence Life: Anticipated opening. Furman University has an anticipated opening for an Area Coordinator. Responsible for as use of campus which accommodate superpostunately 800 students (predominantly women.) Selects, traits, evaluates, and directly substyles 30 undergraduate staffrest discipline cases for proper adjudication, coordinates students with personant concerns, actives students with personant opening warbons administrative duties. In Student Fersonarel, or related field and medical file experience preferred. The position requires living on campus (in a rent position required on the position required in position required in position requiring a bachelor of a gradient position required in position requiring a bachelor of a gradient position required in position requiring a bachelor of a gradient position required in position requiring a bachelor of a gradient position required in position required in position required to have professional experience. In position required to have professional experience and position required to have professional experience and position required to have professional experience and position required to have professional position required to have professional position required to have professional positi



VICE CHANCELLOR

University of Wisconsin-River Falls

Nominations and applications are united for the position of Vice Chancel-lor. The University of Wisconsin-Rover Falls, with an enrollment of 5,100 students, was founded in 1874, and is one of thirteen universities. In the University of Wisconsin System. Academic programs are oftered through the College of Agriculture, the College of Aris and Sciences, the College of Education, the Graduate School (Master's level), and Continuing Education and Extension. The University has a strong tradition of shared governance and short lines of communication among administrators, faculty, staft, and students.

The Vice Chancellor reports to the Chancellor and is the chief academic the vice Chancellor reports to the Chancellor and is the chief academic officer of the university as well as the ranking executive officer in the Chancellor's absence. Responsibilities include but are not limited to: planning, development, coordination and review of all academic programs of the university working directly with deans of colleges and appropriate governance groups; unclassified personnel issues including appointments, promotion, renewals, tenure, and salary increments; budget recommendations including positions and dollar allocations; and serving as a representative of the university within the UW System.

The successful candidate should have an earned doctorate with potential for tenure in an academic department; significant accomplishments in scholarship and teaching; administrative and educational experience in higher education with a minimum of five years' experience at the dean/associate dean level or higher; excellent communication and interpersonal skills; demonstrated commitment to ethnic and gender diversity including affirmative action and equal opportunity; and a commitment to the goals and mission of the university.

The University is located in the beautiful countryside of west central Wisconsin only thirty minutes east of St. Paul/Mineapolis, Minnesota, a metropolitan area with major league sports, professional art, theatre and music events as well as invaluable resources for the academic departments. The city of River Falls has a population of 12,000 and combines the advantages of a small community environment, offering a variety of outdoor recreational activities, and the cultural and educational opportunities of a metropolitan area.

Applications must consist of a letter of application, curriculum vitae and names, addresses and telephone numbers of five references. Deadline date for applications: April 22, 1992.

Dr. Connie Foster, Chair Vice Chancellor Search and Screen Comunitiee University of Wisconsin-River Falls River Falls, Wisconsin 54022 1-715-425-3579

An alphabetical list of all nominees and applicants, without differentiation, may be released following the dosing date. THE UNIVERSITY OF WISCONSIN-RIVER FALLS IS COMMITTED TO ACHIEVING DIVERSITY IN ITS ACADEMIC COMMUNITY. WOMEN AND MINORITIES ARE STRONGLY ENCOURAGED TO APPLY.

BOSTON LIBRARY CONSORTIUM

Executive Director

The Boston Library Consortium, composed of eleven major academic and research institutions in Massachusetrs (Boston College, Boston Public Library, Boston U., Brandeis U., Massachusetrs Institute of Technology, Northeastern U., State Library of Massachusetrs, Tufis U., U. of Massachusetts/Amherst, U of Massachusetrs/Boston, and Wellesley College, aceks an Executive Director to manage its programs and activities. Under the direction of the Board of Directors, the Executive Director provides vision and leadership for the Consortium, serves as Clerk of the Corporation, manages the Consortium Office and a staff of two, coordinates the activities of the Corporation, manages the Consortium's committees, initiates and develops proposals, and advises the Board on external grant opportunities.

Collective resources of the Boston Library Consortium members amount to nearly 18 million volumes and 125,000 current serial subscriptions. The Bilc Offers a reciprocol borrowing program, is active in cooperative staff development, and takes a leadership role in adopting new and innovative rechnologies to cooperatively improve library services, resource sharing, access and document delivery. All Consortium members participate in NEARNet. Recent technological developments include a Consortium guteway and an online Union List of Serials that is linked to the UnCover service. Plans are underway to establish an electronic document delivery system.

Qualified candidates should possess an AlA-accredited MIS degree; 5

Plans are underway to establish an electronic document delivery system. Qualified candidates should possess an ALA-accredited MLS degree; 3 years' progressively responsible experience in a research library or library network environment; experience in library systems, fiscal management, proposal writing, project management; understanding of research library services and issues; strong leadership, communication and interpersonal skills; and ability in working with a large number of people and multiple organizations. Experience with designing and delivering services through telecommunication networks preferred.

telecommunication networks preferred.

Salary from \$40,000, commensurate with experience. Excellent benefits. Interested individuals should send a letter of application and resume with the names and addresses of three references to Bessie K. Hahn, Chair, the names and addresses of three references to Bessie K. Hahn, Chair, Search Committee. Boston Library Consortium, Boston Public Library, Boston, MA 02117. Applications will be accepted until the position is filled. Review of applications will begin May 1, 1992. BLC is an equal opportunity remoloyer. Women and minorities are especially encouraged to apply.

ing a diverse, broadly trained staff and we encourage all qualified individuals to apply for this position.

School Suchelear: Assistant/Associate

to: Dr. William Streta, University of Maryland, 3212 Benjamin Bullding, College Park, Maryland 20742-1125; (301) 405-2869 (voice); (301) 314-9278 (fax). School Psychology: Assistant/Associate Professor, tenure-track position in APA-approved school psychology program, University of Maryland at College Park to begin August 1992 or Jamtary 1993. Duties include teaching graduate courses, practicum and research supervision. Salary is open and competitive. Active involvement in school psychology and a doctocate in school psychology for related field required. Demonstrated research record and commitment to continued scholarly productivity is essential. A multi-cultural ortentation is a plus. Mineritles and wronen are strongly encouraged to apply. Review of applications will beala April 6, 1992. To unsure review, materials must be received by that date. Submit a letter of application, vita, copies of reference, Asio Include the names, addresses, and telephone numbers of references, so they might be contacted. Send all materials and direct any inquiries

(voice): (201) 114-9278 (flex).

Science/Administration: Director of Laboratories—Departments of Chemistry and Earth and Hanetary Sciences. Working with faculty chairs, faculty committees and department administrators, the Director will be active in policymaking and plonning for issues affecting the academic, teaching and research missions of the departments. The Director should be familiar with modern techniques used in research and understand the complex problems of managament in a research and teaching environment. Responsibilities include but are not imited to overseeing the departments functional areas of building and facilities operations, majneteness and planning, 6-nancial administration, human resource management is well as computing and networking issues. The Director will identify sources of functing and participate in the coordination and the preparation of proposals to external aspencies to complement

OXFORD, OHIO

PRESIDENT

The Board of Trustees of Miami University invites nominations, applications, and letters of inquiry for the position of President upon the retirement of President Paul G. Pearson as of December 31, 1992. The President is elected by and serves at the pleasure of the Board of Trustees and Is charged with the responsibility of administering the affairs of the University as its chief administrative officer.

Miami University is a state-assisted comprehensive university located in southwestern Ohio. Established in 1809, Miami began collegiate instruction in 1824; since that time, it has grown to an enrollment of more than 20,000 students on four campuses with an annual budget of more than \$215 million. The University awards baccalaureate degrees in about 70 fields, master's degrees in 60, and doctoral degrees in 10 disciplines. The central campus is in Oxford, a small city with a population of 8,500 located thirty-five miles north of Cincinnati and forty-five miles southwest of Dayton. The enrollment on the Oxford campus is limited to 16,000, with approximately 7,000 students living on campus in 38 residence halls. Miami has regional campuses in two nearby cities, Hamilton and Middletown, and a European Center in Luxembourg.

Miami University is a selective public university with a long tradition of dedication to teaching excellence and undergraduate liberal arts education with an increasingly strong record of scholarly achievement.

The Board of Trustees and its Special Committee seeks an outstanding individual with a distinguished record of accomplishment, experience, stature and academic understanding to provide effective leadership and management to lead the University into the next century.

Inquiries, nominations, and applications for the position of .____ President are invited and should be directed to:

Special Committee for the Selection of a President William G. Slover, Secretary to the Board Office of the Secretary 101 Roudebush Hall Miami University Oxford, Ohio 45056

The successful candidate will be expected to assume his or her duties on January 1, 1993 or as soon thereafter as is practical. Applicants should send a resume and statement of interest to Dr. William G. Slover at the address above. Supporting information, including references, will be requested by the Special Committee at the appropriate time. The Special Committee will begin its review and screening of applications on or about May 1, 1992. The search will remain open until the position is filled.

(513) 529-3610

Miami University is an Equal Opportunity, Affirmative Action Employer.

Applications from women and minority candidates are encouraged.

and strengthen existing programs in the de-partments. The ability to interact with fac-uity and staff at all levels is crucial as are strong organizational and communication skills. A Ph.D. or relovant experience in Chemistry, Eprith and Panetury Sciences or related ficking of cionce, preferably as an experimentalist, is required. Please for-ward your curriculum vitag or resumé to: Peter Mekinose. Director of FAS Person-Peter McKinney, Director of FAS Person-nel Services, 17 Sumner Road, Cambridge, Masanchusetts 02138 or fax to 617-495-4736. Harvard University is an Equal Op-portunity, Affirmative Action Employer.

portually, Arimmative Action Employer.

Social Science Education: Tenure track, assistent professor, Ed.D. or Ph.D. praferred but ABD or M.A. considered. Certification to teach high school social science required, and high school teaching experience preferred. Dutter ischide teaching social science teaching guethods, surverysing student teachers and being able to teach 2 or more courses in lower division social science or history. Position beginning late August, 1992. Send letter of application, curriculor witae, and names of three references to Dr. Jonathan Wagner, Chair, Social Science Division, Morth Dakota S702. Application deadline: March 20, 1992. AA/EOE.

amdusic fuculty membershin. The Directowil be responsible for coordinating ficulty activities related to CSWE accreditation. Applicants must have an earned doctorate in social work or related field, an MSW degree and at least two years' post-MSW experience, in addition, candidates should have established a record of performance as a faculty member which qualified them for an appointment at the association of full

be considered for a joint faculty appointment in the School of Social Work at The University of Texas at Austin which participates in a cooperative MSSW program in El Paso. The University seeks candidates with a broad interest in undergraduets social work education, program development, a demonstrated ability to conduct research, and teach, and who qualifys for graduate faculty membership. The Darte Layer of the Control of

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Laboratory School Principal

Rhode Island College is seeking an experienced educational feader for the position of principal of the Hemy Bernard School. The school is the laboratory school for the teacher education programs in the School of Education and Human Development and has a long tradition of exemplary instruction and curriculum innovation. The procepul, who will report to the Dean of the School of Education and Human Development, is responsible for the leadership. supervision and administration of instructional programs and operation of the school. The principal leads and supports a professional faculty and staff in: school decision making processes; innovation in curriculum, instruction and school organization; effective parent and community involvement; clinically based teacher education; and all components of a child care to grade six and after school programs of a model elementary school.

The Henry Bernaud School currently educates more than 300 students in its child care through sixth grade and after school programs. The school maintains close working relationships with faculty in other programs of the School of Education and Human Development and the Office of Clinical Experiences.

The successful candidate will have strong educational leadership credentials and an earned doctorate. He/she will have a thorough knowledge of effective schools, curricula and instructional innovations, teacher preparation practices and an understanding of national issues in pre-school and elementary education. Eligibility for certification in Rhode Island as an elementary principal and successful experience as a school administrator are required. A strong commitment to affirmative action and cultural diversity is essential,

Rhode Island College is located in Providence, the state capital, about three miles west of the downtown area. The cultural and academic assets of New York, New Haven and Boston are conveniently accessible from Providence. The College currently enrolls about 10,000 students with a full time equivalent of 7,000 students. Approximately one-third of the student body is in enrolled teacher education programs. Salary: Competitive; excellent fringe benefits.

Starting Date: On or about June 29, 1992.

Applications will be reviewed beginning April 10, 1992 and continue until the position is filled. A letter of application. curriculum vitae, and names, addresses and telephone averbers of at least three professional references should be submitted for a complete tile to Office of Personnel Services. Blode Island College, Providence, Rt 02908—Attention: HBS Principal Search Committee.



RHODE ISLAND COLLEGE

An Affirmative Action, Equal Opportunity Employer

Sociology: The University of Rediands seeks applications for a tenure-track Assistant Professor of Sociology in the Department of Sociology and Anthropology. We want a macro-oriented sociologist whose specialty is Class and inequality. Additional responsibilities include eaching introductory Sociology, other courses in the candidate's field of interest, and advisiting Qualifications: Ph.D., in band by Santenber, 1992; excellence in undergraduate teaching and research, Salary competitive less. Qualifications: Ph.D., in hand by September, 1992; excellence in understudent teaching and research, Salary compositive, Localed in anothern Colifornia, the U of R. is a private, non-denominational liberal arts involved sty with 1,400 residential understudents and the University supports the University in the University supports the University in the University is building a multi-cultural faculty. The Department is a qualitatively-oriented steam of three sociologists and two anthropologists. Our collective challengs is to instill localisticilinary skills for lackling complex issues germans to our multi-cultural world. Social interpretation of multi-cultural world. Social interpretation of multi-cultural world. Social interpretations of multi-cultural world. Social interpretations of multi-cultural world social changes and social changes and social changes and interpretation of the programs of either and other forms of diversity. Seed application in the growth of programs of either and start forms of diversity. Seed application in the growth of programs of either and start forms of diversity. Seed application in the growth of programs of either and other forms of diversity. Seed application in the growth of programs of either and other forms of diversity. Seed application in the growth program of the programs of either and spells, Associate Vice President for Academic Affairs and Dean of Faculty, University of Redlands, P. O. Box 3080, Redlands, California 92373-0999. The committee will be aim to make decisions on Friday, April 10, 1992. We especially welcome applications from women and minority candidates. E.O.B.

Sorigleyr: One-year appointment as visitfor logyr: One-year appointment as visits to develop the mint the Sociolosy Manfeet logyr: One-year appointment as visits to develop the mint the Sociolosy Manfeet logyr: One-year appointment as visits to develop the mint the Sociolosy Manfeet logyr: April 15, 1992,
April 15 April 16 April

s 16,200) seeks the appointment trending final administrative approval in Spring, 1992) of a sociologist to fill the position of instructor theoretexper tract. The reproductive transportation of the second is the position with the specific traction of the second is the position with the second is tracted in the position with the second in the second in the spensorship, and other types of departmental and university activities. The candidate must have at least a Master's in Sociology; prior college or teaching experience is preferred. A particularly attractive candidate would be one who also has it graduate hours in anthropology. Examples of courses to be taught are General Sociology, Social Problems, Criminology, Marriage and the Family and, if qualified, courses in cultural anthropology. Salary competitive and commensurate with qualifications and experience. Starting date is August 17, 1992. Applications should include a letter of interest, a current curriculum vitae, evidence of teaching effectiveness, and the names, addresses, and phone numbers of at less three previous who can be contacted for information. Do not send letters of recommendation. We will contact reference persons as needed. All materials should be sent, by March 30, 1992, ic: Dr. C. Eddle Palmer, Itead, Department of Sociology and Anthropology, P. O. Box 40198, The University of Southwestern Louislane, Lalayotte, Louislane 70504-0198. USL faculty springers do not participate in the U.S. Social Security system. USL is an Equal Employer.

Sociology/Criminal justice: A tenure track, undergraduate faculty position beginning late Austral, 1992, in a two-person Sociology Denartment to offer courses such as Criminology, Social Differentiation, and Social Paychology, An ability to teach Social Research is desired but not ensential. Candidates must be committed to teaching, willing to develop the Criminal Justice concentration within the Sociology major, and compatible with the mission of the small, liberal acts, Church related college. Masters required, doctorate preferred. Send letter of application, current resume and stedentials by April 1 to Academic Deam, Mulland Lunieran College. Framont, Nebraska 68025, An AA/EO employer, women and minorities are encouraged to aprily.

EXECUTIVE DIRECTOR NEW MEXICO COMMISSION ON HIGHER EDUCATION

The Commission on Higher Education (CHE) invites applications and nominations for the position of executive director. The CHE is the state-level coordinating board for New Mexico higher education institutions which include six four-year universities, seventeen two-year institutions, and two special schools. CHE responsibilities include development of operational and capital funding recommendations, budget oversight and approval, system strategic planning, and administration of financial aid programs. The executive director is the chief executive officer for the commission and serves at the pleasure of the CHE.

Minimum qualifications include:

- Demonstrated leadership in postsecondary education policy devalopment and fiscal administration.
 Demonstrated understanding of current educational issues, including the diversity of roles and missions among postsecondary institu-
- A master's degree from an accredited institution. Preferred qualifications include:
- An earned doctorate or equivalent combination of credentials and
- Special comparison of credentials and experience.
 Demonstrated ability in legislative and board relations.
 Knowledge of, or experience with, higher education institutions in New Mexico.
 Demonstrated ability to work with a wide range of constituencies in
- Demonstrated ability to work with a wide range of constituencies in a milti-cultural setting.

The eniary is negotiable up to \$86,229. Nominations must be in writing and will not be considered if received nfter April 1, 1992. Complete applications must be postmarked no later than April 15, 1992. Applications should include a current résumé, a list of at least five professional references, and a letter describing how the qualifications and experience of the applicant will meet the above requirements.

The CHE is an equal opportunity employer. A copy of the CHE confidentiality policy will be malled upon receipt of applications. Nominations and applications should be sent to:

> Chair of the Search Committee Naw Mexico Commission on Higher Education 1088 Cerrilios Road Santa Fe, New Mexico 87501-4295

PRESIDENT

University of Massachusetts

The Board of Trustees of the University of Massachusetts and its Presidential Search Committee seek a President to lead the new five-campus University system. The Presidential Search Committee will conduct a national search and invites nominations of and expressions of interest by distinguished individuals who are capable of providing effective leadership for the University.

effective leadership for the University.

The Massachusetts Legislature and the Governor have recently endorsed a blueprint for building the University into a first rank public university. Based on the recommendations of a blue-ribbon commission chaired by David Saxon, President Emeritus of the University of California, the University is now governed by a single Board of Trustess having increased authority for managing its affairs.

The President is the chief executive officer of the University and is based in Boston. The University's four campuses and Medical Center, each led by a Chancellor, are located at Amherst, Boston, Dartmouth, Lowell and Worcester. The system's budget is nearly one billion dollars and the five campuses enroll approximately 55,000 students.

The 22-member Presidential Search Committee is composed of Trustees and distinguished citizens, including four current college and university presidents from outside the system. Nominations and fetters of interest should be sent to:

Daniel A. Taylor, Esquire
Trustee and Chair of the Search Committee
University of Massachusetts
One International Place
3rd Floor
Boston, MA 02110
617-390-8945
Fax: 617-330-8656

The names of nominees and prospective candidates will be treated in a confidential manner. The committee plans to present its report to the Board of Trustees by the summer of 1992.

The University of Massachusette le an Affirmative Action, Equal Opportunity Employer.

************************************ Boulevard, Rocky Mount, North Carollna 27804. Chosing date April 23, 1992. Equal Opportunity Employer.

Spanish: Instructor of Spanish. \$18,450,00 (9-month academic year). Instructor of Spanish: Spanish required. Spanish required and advanced level courses in Spanish, and assume administrative responsibility for the daily operation and equipment maintenance of the University of the Unive

and equipment maintenance of the University Language Lab. Requires M.A. in Spantsh. and at least two years of mile or partime experience in college level Spanish language instruction. Send resumes to Dr. Spurgen Baldwin, Chair, Department of Romance Languages, University of Alabama, Hox 870246. Tuscaloosa, Alabama Hox 870246. Tuscaloosa, Alabama Spanish Anticipated Assistant/Associate Professor in Spanish to begin September 2, 1992. Teach all understandant levels of Spanish language, glons with upper-level understandant Spanish and Larin American literature and culture classes. Competence in another discipline in the Human-

 ${f T}$ he most extensive listing anywhere of jobs available in higher education —

every week in The Chronicle.

The Colorado College President

Colorado College Invites nominations and applications for the position of President of the College with duties commencing in 1993. Colorado College, founded in 1874, is a private coeducational liberal at arts college, primarily residential in character, located in Colorado Springs, Colorado.

The College seeks a broadly-educated person, a leader with integri-ty and imagination, and a skillful administrator to preserve and to build on the achievements of recent years.

The applicant should have

- the vision to lead the College toward greater distinction and recognition as a national liberal arts college.
 a profound commitment to the traditions of liberal learning and the ability to foster innovation while maintaining the reserve of institutional wisdom.
- noner wiscom.

 Intellectual distinction and strong credentials in teaching and schol
- Intellectual distinction and strong credentials in teaching and scholarship.
 an understanding of The Colorado College Plan, how it shapes the education that the College offers, and a dedication to interdisciplinary and extracurricular learning.
 the capacity to attain the confidence of and to work harmoniously with the various constituencies of the College.
 the ability to advance the best interests of the Coffege as they relate to the national economic environment.
- to the national economic environment.

 a demonstrated strength in fundraising and financial management; the willingness to continue careful strategic planning and to prepare for the next capital campaign.

 a commitment to embrace, promote, and achieve increased diversity in all facets of College life.

For information regarding application, write:

Jane Cauvel, Administrator Presidential Screening Committee The Colorado College 14 East Cache La Poudre Street Colorado Springs, CO 80903

Application deadline, May 15, 1992. Colorado College is an Equal Opportunity Employer and invites applications from women, ethnic minority candidates, and individuals who can address the concerns and perspectives of women and minority.



Executive Director Wellesley College Alumnae Association

Reports to the Board of Directors of the Reports to the Board of Directors of the Association and is responsible for developing Association policies, plans and programs. As the on-campus liaison with the College, directs Association outreach to alumnae and current students to foster their connections with Wellesley and each other. Directs Association efforts toward creating a climate for successful fund raising, recruiting and public relations. Manages the Alumnae Office, supervising fourteen staff members and coordinating the work of a worldwide network of alumnae volunteers. B.A. required; Wellesley degree preferred. Strong management and administrative experience. Familiarity with operation of non-profit institutions required; higher education experience atrongly preferred. Excellent verbal and written skills. Application deadline: March 31, 1992. leadline: March 31, 1992.

Please send letter of application and resume to: Patricia E. Basque, Manager of Employee Relations, Personnel Office, Wellesley College, Wellesley, MA 02181.

Wellesley College especially welcomes applications from ethnic minorities and women.

Wellesley College

Special Education: Tenure track, Assistant Professor. Department of Special Education, University of Texas at Austin, available Fall Semester. 1992. Candidates must have an earned doctorate in Special Education and avidence of teaching or closely related experience of teaching or closely reported to the strength of t also include student advisement, supervising interns and conducting scholarly research. Applications should include a letter
of application, current vita, three letters of
reference and transcripts of graduate work.
Applications will be accepted through
March 1922. Send applications to: Carl
Hansen, Chair, Search Committee, Deparment of Special Education, Room 306, University of Texas. Austin, Texas 787121290. The University of Texas is an Equal
Opportunity Employer, Women, minorities
and persons with disabilities are encourased to apply.

esed to apply.

Special Education: Assistant Professor. The Department of Special Education at the Univarily of Wisconsin-Eau Claire invites applications for a tenure-track position in Special Education, mide exceptional education needs, beginning August, 1992. Responsibilities include acceling educational assessment and methods courtes, advising, supervision students in multidiscipilinary clinical evaluations and supervising student teachers. Candidates are expected to encape in schodary activity and professional sorvice. Qualifications include a doctorate in special education; training, certification, and experience in one or more areas of special education; preferably tearning disabilities; and evidence of research, schodarabip, and public service. Salary commensu-

Classical Languages, (218) 755-2815, Send letter of application, curriculum vitae, transcripts tofficial required with employment, and the names and telephone numbers of three current references to Dr. Judith McDonald, Dean, College of Arts and Letters, Bemidil, Minnesota 56601-2699, by deadline of May 1, 1992. Equal Opportunity Educator and Employer.

Special Education: Tenure track, Assistant Frofessor, Department of Special Education, University of Texas at Austin, available Fall Semester, 1992. Candidates must have an earned doctorate in Special Education deadline for receipt of nominations and applications, a combined list of all enumbers and applications and application deadline April 20, 1992.

Special Education: Curriculum and instruc-tion. Mississippi, State University is teat-ing to fill the position of Assistant Professor in special education (mild/moderate recep-tionalities). This is a teature-track, the month position. Minimum qualifications: garned doctorate in special education of the earned doctorate in special education are lated area, leaching capericace in K-12 piblic schools as a certified special education teacher, and record that indicate leachership, research, publication, and service potential. Four years' recent teaching experience in K-12 public schools is perferred. The successful applicant will be technolosy literate and knowledgeshie about current issues and trends in special education und education in seneral Responsibilities: teach understudies and graduate courses in special education, and pervise practicum students, conduct research in areas of interest, be actively involved in professional and computing seneral Research in areas of interest, be actively involved in professional and computing seneral late. Amplications will be experiented. search in areas of Interest, be actively involved in professional and community or ganizations, and other university dutes. Salary negotiable. Applications will be excepted through May 31, 1992, or until the position is filled. Submit letter of application, resume, all transcripts, and time letters of recommandation to: Dr. Neil Amos, Head, Curriculum and instruction, P. O. Head, Curriculum and instruction, P. O. Box 6313. Mississippi State, Mississippi 39762, EOE/AAE.

Special Education: #F91/92-47. Assistant Professor, Full-time, tenure-track in the School of Education. This is a remiar faculty position in the Department of Educational Psychology. Responsibilities: factoraduate and underarduate courses in serice special education, severely and pro-



RILLETIN BOARD: Positions available

THE BOARD OF TRUSTEES invites



Fulton, Mississippl

liawamba Community College has its parent campus which houses primarily academic programs in Fulton and the Tupelo Campus which offers the latest leading edge technologies. The college enrolls approximately 4,000 credit and 6,000 non-credit students each semester, Itawamba Community College serves five counties in progressive northeast Mississippi which encompasses 2,766 square miles.

The district has had only three presidents in its 44-year history. That stabilitv is reflected in the district's commitment to shared governance and its comprehensive staff development program that allows administrators. faculty and staff to participate in activities that enhance professional skills and personal enrichment.

The college fully subscribes to the philosophy that the mission of the community college is to bring the concept of "educational opportunities for all" closer to reality. To support this philosophy, the college has an open admission policy.

Fulton is in the rolling hills of northeast Mississippi and on the recreationally-oriented Tennessee-Tombigbee Waterway. Tupelo is the All-American City which offers shopping, dining, recreation and entertainment.

A brochure describing the criteria for the position and the application process is available on request.

Evaluation of candidate applications will begin on June 15, 1992.

To nominate an individual or receive the brochure or additional information, call or write to

> Wayne Sullivan **Director of Development** Itawamba Community College 602 West Hill Street Fulton, Mississippi 38843-1099 Phone: (601) 862-3101 FAX: 862-4793

itawamba Community College and Agricultural High School District is an equal opportunity employer and does not discriminate among applicants on the basis of age, color, sex, creed, national origin, handicap, race, religion, or status as

foundy handicapped, and educational psychology. Engage in research related to special education and to secure external funding for research or service projects. Qualifications: Applicants should have an AID or extend doctorate in special education or educational psychology with an emphasis in special education. Preference will be given to applicants who have oxperience or preparation in working with students from diverse cultural, socioeconomic, and inquiste backgrounds. Applicants with experience is university teaching, experience with a field based model for education development in special education, and program development in special education, and program development in special education and educational psychology preferred. Applicants should psychology preferred. Applicants in applied or basic research in special education. Rank and Salary: Assistant Professor, tenura-track at a staning salary of 125,000 for nine months. Opportunities for number employment. Appointment Date: Amoust 35, 1992. Procedure: Send letters of interest, risums, transcripts, and 3 letters of interest to: Dr. Rasph Carlson, Chair: Department of Educational Psychology. Earned doctorate (preferred) with a major or concentration in special education and at least three years of successful teaching experience. Responsibilities include teaching endure and undergraduate courses in mild/moderate learning disorders, exceptionalities of children and general curriculum courses. Other responsibilities will include supervising student teachers, advising students, and assisting with other departmental responsibilities. Salary will be commensurate with qualifications. Send complete résumé, three letters of recommendation and current transcripts, to: Dr. Georgine Steinmiller, Chair, Special Education Search Committee, Henderson State University. Box 7686, 1100 Henderson State University and Street, Arkadelphila, Arkansas 71999-0001. Review of applications will begin on Applications will be applications will be applicate the property of the Applications will be applied to the Applications particularly are invited to apply.

In mild/moderate learnina disorders, exceptionalities of children and general curriculum courses. Other responsibilities will include supervising attudent teachers, advising students, and assisting with other departmental responsibilities. Salary will be partmental responsibilities. Salary will be partmental responsibilities. Salary will be commensurate with qualifications. Send complete résumé, three letters of recommendation and current transcripts to: Dr. Georgine Steinmiller, Chair, Special Education Search Committee, Henderson State University, Box 7686, 1100 Henderson State University, Box 7686, 1100 Henderson Street, Arkadelphila, Arkansa 11999-0001. Review of applications will began on April 22, 1992. Henderson State University is an equal opportunity, affirmative action employer.

Special Education: The Institute for the Study of Developmental Disabilities and the IUFUI School of Education have responsed their search for a tenuer track position and management of the prevalence of the Student Activities: Director of Student Activities: Director of Student Activities. Burcks College, a private Midwestern Edwart College, a private Midw

Special isocarion: in instituto and the IUPIU School of Education have reopened their search for a tenure track position at the assistant/associate professor leviet in the area of supported employment. The position will be split between the ISDD, a university affiliated program on the IUBioomington campus and indiana University-Purdue University at Indianapulation of IUPUI). Responsibilities include teaching undergraduate and graduate courses that focus on employment and community support needs: developing training programs to prepare staff for supported employment programs. The successful candidate will conduct and supervise research as well as seek external funding for research, training, and demonstration activities. Earned or soon to be completed dectorate in special education or rehabilitation along with significant experience in teaching or providing inservice preference in teaching or providing inservice preference in teaching or providing inservice related areas is expected. Experienced grantsmanship and project management is designable. Start date as soon as August, 1992. Review of applications will be pin and the supported employment or elated areas is expected. Experienced grantsmanship and project management is designable. Start date as a soon as August, 1992. Review of applications will be pin and the supporting material it e.g., publications, syllabl, etc.) to: Dr. Mary A. public AA/EEO employer.

Special Education: Coker College. We seek a liberally educated individual to complete or als-person department. A Ph.D. or Sd.D. in special education and a commitment to collaborative models of service are essential. Competence in aspects of elements of collaborative models of service are essential. Competence in aspects of elements of carly childhood education that portant. Carlo those programs is also important to the college with a strong stacker education program. We operate a institute of the college with a strong stacker education program, as well as an evening program for non-traditional students. Our program for non-traditional students. Our film this tenure-track position at the assistant professor level. To saure consideration, explications must be received by April I. However, we will continue to accept applications afterward until the position in fills. However, we will continue to accept applications afterward until the position in fills. The program of Education, Coker College, Haitsvalle, South Carollae 79530.

Special Education: Tenure track (Assistant/ Associate) beginning in August, 1992.

housing and sucal plan negotiable. Applies the sum of the reviewed beginning April 2 and will continue until position filed, Sand resume to R. Dale Marilo, Dean of Student Development, Eureka College, 300 East Development, Eureka College, 300 East College Avenue, Eureka Hinois 61530. Will be interviewing at NASPA.

Student Activities: Director of Student Activities: Port Lewis College, Durango, Colorido, Is speking and entity of Abbama, Tisscal coast, Albama 3467-0292. An Affirmative Action, Equal Opportunity Employer.

itvites and the fact they Center, exponiton; Greek Life and student activities programmins and advising; student scrivities programmins and advising; student scrivities programmins and advising; student severment coordination; clubs, organizations,
and honor societies advising; sroup's alcohol policy implementation; steff hiring,
impining, and supervision. Qualifications
desired include a Master's degree in student personsel or related field and a minionum of five years' post-master's work axperience is student affairs. The position is a
twolve month agnost appointment besigning July 1, 1992. Salary and benefits are
commensurate with experience and qualifications. Application deadline is April 10,
1992. A lotter of interest, a résumé, and the
punes and addresses of three references
should be sent to: Jesse J. Marks, Jr., Associet Dean of Students, University of the
Pacific, Stockston, California 95211; (209)
946-2431. An Equal Opportunity, Affamative Action Employer.



POSITION ANNOUNCEMENT VICE PRESIDENT FOR UNIVERSITY EXTENSION UTAH STATE UNIVERSITY

Utah State University, founded in 1888, is Utah's land grant institution, nationally and internationally recognized for programs in engineering related to irrigation, water management and space exploration; natural resources management; ecological sciences and agriculture in arid and semi-arid regions; with strong programs in the humanities, education, family life, the sciences and business. The quality of the University's educational programs combined with its physical location attracts capable undergraduate and graduate students from across the United States and the world. Located in Logan at the base of the Wasacto Mountains in the Cache Valley of northern Utah, the University and its environment enjoys the high quality of life associated with a clean environment and college community. Outdoor activities are unlimited. The University and community provides considerable opportunities for cultural activity.

Primary Functions

University Extension at Utah State University encompasses: (1) the Cooperative Extension Service, traditionally associated with land-grant universities; and (2) Life Span Learning programs, which include the Class Division, Conference and Institute Division, COM-NET Telecommunications system and off-campus Continuing Education Centers.

The Vice President for Extension provides overall leadership for University Extension as one viable, functional unit and serves as the Director of Utah State University Cooperative Extension Service in interfacing with Extension Service, United States Department of Agriculture.

Administer the development and implementation of Extension Programs to meet the needs of the people of the State Of Utah through traditional and non-traditional delivery systems including distance education.

Represent University Extension in its administrative and policy functions with the University administrators, ES-USDA, County Commissioners, and other agencies and organizations as designated by the President. Represent University Extension in its policy-making and public relations functions with national, state, and local organizations in support of Extension's missions.

Work with colleges and other units to mobilize and coordinate the resonances of the University in support of 1' ...

Provide leadership in establishing Extension policies and procedures related to programs, personnel, and other Develop and administer budgets obtained from state and federal appropriations and other sources in accordance with University policy.

Be responsible for personnel functions such as recruitment, selection, placement, orientation, tenure, promotion and performance evaluations, termination, and salary adjustment.

Administer all aspects of the Equal Employment Opportunity Program and Affirmative Action plan within University Extension.

Work with other major offices of the University to promote the instructional, research, and service missions of Relationships

Responsible to the Utah State University President for total University Extension program.

Closely coordinate with the Provost and Deans all aspects of academic programs offered through Extension. Cooperate with others to promote the goals and mission of the University.

Accountable to the Administrator of Extension Service-USDA for programs and budgets related to Cooperative

Requirements

Earned doctorate from an accredited institution of higher education.

Qualified and acceptable for appointment at full professor rank with tenure at USU. Substantial faculty and/or administrative experience at a Land-Grant University with a sound understanding and commitment to the broad functions of extension. A particular sensitivity to the interactive functions of research and extension in bringing new knowledge and serving the people's needs.

The ability to integrate the overall resources and technology of the total University into the extension function. A global perspective and keen understanding of the national and international scope of the land-grant system and the inter-dependence of state, national and international economics.

A demonstrated ability to be innovative and creative and to communicate clearly with a variety of audiences.

Broad successful experience in working effectively with people, a demonstrated ability to motivate others and the ability to delegate responsibility and authority. Ability to manage fiscal, physical, human and other resources in accordance with University policy. A sensitivity to people with diverse cultural backgrounds and a commitment to Equal Employment and

The search will remain open until April 15, 1992, or until a suitable candidate is found. Please send resume and names of five references to:

Dean Joseph A. Chapman, Chair Search Committee for Vice President for University Extension Utah State University Logan, UT 84322-5200 Telephone (801) 750-2445 Fax (801) 750-2443

UTAH STATE UNIVERSITY IS AN AFFIRMATIVE ACTION I EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER

sume and three current letters of reference to Dr. Karea Spear, Chair, Student Activities Director Search Committee, Pincement Building, Fort Lewis College, Durango, Colorado 81301-3999. Applications accepted until April 8, 1992, or until position is silled. FLC is an Affairastive Action, Equal Opportunity Employer. Applications from the College 2001 Newburg Road; Louisped until April 8, 1992, or until position is filled. Students Soft, Reviewe of applications will begin April 1, 1992 and will continue and women are particularly invited.

Student Services: Assistant Denn of Students are required Demonstrated lead-ont for Student Artivities and the McCalfrey Center. The University for the Pacific is an affairs Requires Matter's degree for Student Artivities and the McCalfrey Center. The University of the Pacific is surface Affairs Administration. Com-

minorities and women are particularly invited.

Student Affains Requires Manter's degree in Student Affains Administration, Counciling, Higher Education, or related field, and two years' related experience present the process of th

iton, Equal Opportunity Employer.

Student Personnel: Associate Dean of Students. Bellamine College is seeking an experience and innovative student personnel professional for the position of Associate Dean of Students, to begin August, 1992. Bellamine College, a selective liberal arts college with a student population of 2,400, is located in the metropolitan Louisville area of Kentucky. The Associate Dean will be responsible for student leadership programs, residential life, co-curricular transcript, orientation, volunteer programs, communer student programs, and staff development, Qualifications include a Master's Degrea, with a Doctorate preferred, in College Student Personnel or related greawith a minimum of 2 years, thi-time professional experience. Salary competitive and full benefits pockage. Interested applicants

Technology Education: Assistant/Asso-cists/Fail Professor (Department Chairper-son), Pail 1992, pending funding of posi-tion. Tenure track: Responsible for the continued development of the production systems laborator; teach courset, primari-ly in the production systems area and relat-ed reaterial processing area at the under-graduate and graduate levels; and to serve

Theatre: The Department of Drams, The University of Georgie, seeks an acting teacher with a specialty in voice, or voice and dence. MFA, with AEA or SAG membership, or Ph.D. Teach in specialty and in introduction to theatre. Rank: Instructor or Assistant Professor; salary: \$27,000-\$30,000. Sen! letter of amplication, dentages, and names of three references to "of Search Committee, Department of Drams, University of Georgia, Ahens, Georgia 30002. Deadline, April 1, 1992.

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LA ROCHE

President

The Board of Trustees is extending the process in the search for a new President of La Roche College, an innovative college located on a 100-acre campus in a northern suburb of Pittsburgh. La Roche College is a private co-educational college established by the Sisters of Divine Providence in 1963. In programs that combine professional preparation and liberal learning. La Roche College currently serves more than 1800 full-time and part-time undergraduate and graduate students. It offers 26 undergraduate programs in the divisions of Administration and Management: Graphics. Design and Communications; Humanities; Natural and Mathematical Sciences; Nursing; and Social Sciences. Master's degrees are offered in Human Resources Management, Nursing, and Health Sciences. The College maintains a close relationship with the sponsoring Congregation of the Sisters of Divine Providence.

The Board welcomes candidates with strong leadership skills, including

The Board welcomes candidates with strong leadership skills, including sufficient familiarity with and demonstrated experience in administration and teaching. Educational and intellectual attainment at the level of a significant terminal degree or its equivalent is desired. The new President must be compatible with the Carholic traditions and values of the College. n addition, the President of La Roche College should possess the follow-

Enthusiastic acceptance of a college mission which integrates professional and liberal learning.

A management style that is decisive, and an ability to achieve objections.

• Effective Interpersonal skills.

• Knowledge of and experience with participatory governance struc-

Willingness and ability to plan realistically and to acquire the resources needed to achieve the goals of the College.

 Personal warmth and communication skills to relate well to faculty and students and to enhance the image and reputation of the College in its service region.

Challenges for the next decade include recruiting, motivating, and maintaining quality faculty and staff, accomplishing major fund-raising goals, and managing resources within the context of the strategic plan of the College. The starting date is flexible, after August 1, 1992. ations and applications should be sent to:

Richard G. Kotarba, Chair Presidential Search Committee La Roche College 9000 Babcock Blvd.

Applications should include a current résumé and a thoughtful letter dis-cussing the candidate's qualifications in terms of the criteria stated above. Applications will be reviewed commencing on April 3, 1992. Candidates whose applications are received after that date cannot be promised full

La Roche College is an AALEOE Employer. This search is ussisted by the Presidential Search Consultation Service of the Association of Governing Boards of Universities and Colleges.

PRESIDENT

Amarillo College

AMARILLO, TEXAS

The Board of Regents of Amerillo College invites nominations and applications for the position of president (the chief executive officer). Amerillo College is a public, comprehensive community college serving an area will a population of 180,000 persons. In 1980-61 the College served 9.451 students in degree courses and another 18,812 students in trade-relief short courses and community service courses with a full-time faculty of 181, a part-time faculty of 887, a support staff of 230, and in budget of \$24,472,643. The College has a long history (1928) of high quality in all areas with great pridu in its carroad rejutation for academic excellence. The College scoks a dynamic, applitions, and enthusiastic educational leader with integrity and vision.

An name requirements manus:

An extend dectorate preferred from an accredited institution.

At least three years of proven administrative experience in fiscal management long-range planning, and resource development.

An understanding of and commitment to the teaching/tearning process. APPLICATION PROCEDURE

A letter of application relating the capuldate's background with personal examples which demonstrate the applicant's qualifications, experience, and accomplishments.

plishments.

2. A current résumé to include heme and office telephone numbers.

3. Pitree current references with lolephone numbers. This majorial should be mailed to the following person:

Mrs. LeVon Nelms
Amarillo College Presidential Search Committee
P. O. Box 447
Amarillo, TX 70178
Tolophone: 808/371-5124

lons should be postmarked no later than April 15, 1992. The preferred date for successful applicant to assume the position is August 1, 1992, but no later than August 24, 1992.

Amerilio College is an affirmative action, equal opportunity employer.



Minnesota Community College System

PRESIDENT

ROCHESTER COMMUNITY COLLEGE

The Chancellor of the Minnesota Community College System announces an opening for the position of President at Rochester Community College. Rochaster Community College currently enrolls 4,000 students. Founded in 1915, the college is the oldest college in the Minnesota Community College System. Rochester is the state's fifth largest city, located approximately 75 miles southeast of Minneapolis and St. Paul.

The college is also a mentier of the Greater Rochester Area University Center—a unique, collaborative educational partnership involving eight institutions of higher learning in the city of Rochester. A \$17 million construction project to provide a permanent facility for the center is currently underway on the Rochester Community College campus.

The college operates under the jurisdiction of the State Board for Community Colleges Enrollment in the Minnesota Community College System has increased over 51 % in the past seven years.

The President is the chief executive officer of the college with responsibility for all programs and functions of the institution. The President reports directly to the Chancellor.

The following qualifications are considered essential or highly desirable:

 A demonstrated commitment to the mission of the community colleges
 A demonstrated capacity for creative and resourceful management and A demonstrated capacity for creative and resourcetti management and leadership.
 Demonstrated leadership ability in areas such as instruction, student services and inter-institutional planning.
 Demonstrated abilities in community relations.
 Demonstrated skills in fiscal planning.
 Experience in employee contract administration.
 Training in educational administration, preferably with an emphasis on higher education.

Training in educational administration, preferably at the post-second-ingle seven in educational administrative experience is desirable.
 Experience in educational administrative experience is desirable.
 Sensitivity to multicultural issues and demonstrated evidence of support for cultural diversity and affirmative action/equal educational opportunity

programs

Experience in developing and administering collaborative efforts with other higher education institutions.

An earned doctorate or appropriate experience that provides equivalent strength

strength.

Demonstrated commitment to student concerns.

Salary is competitive and commensurate with experience and qualifications il is anticipated that the president will assume his or her duties in July, 1992. The 1991 Minnesota Legislature mandated a merger of three of the four public higher education systems—the community colleges, the technical colleges, and the state universities The University of Minnesota is excluded from this legislation. Barring changes in the next three legislative sessions, a single "Super Board" will govern these three systems effective July 1, 1995.

The application deadline is April 30, 1992. Required materials include a letter of application addressing the applicant's interest in and qualifications for the position, a resume, and the names of three references. Please address nominations, inquiries, and applications to:

Anne Weyendt Search Coordinator MINNESOTA COMMUNITY COLLEGE SYSTEM 203 Capitol Square, 550 Cedar Street St. Paul, MN 55101 (612) 296-5157

The Minnesota Community College System is an equal opportunity, affirmative action employer.

EXECUTIVE DIRECTOR

The Associated Colleges of Illinois seeks candidates for the position of

The Associated Colleges of Illinois is a funct-raising consortium of 26 independent colleges and universities, and secures both program and unrestricted support for the member institutions through a united annual appeal to corporations, businesses, and foundations. Annual income currently stands at \$1.7 million.

The Executive Director is the chief executive officer of the Association and reports directly to the President and Executive Committee. This individual will oversee the administration of the Association, solicit gifts from donors and prospects, coordinate solicitation efforts of Officers of member colleges, supervise a staff of six, prepare and manage an annual budget, plan and direct all facets of the Association's annual fund raising campaign, and prepare the Annual Report and other printed materials. paign, and prepare the Annual Report and other print

Minimum qualifications include a B.A. degree; a record of progressively responsible experience in development, preferably in higher education, excellent written and verbal communication skills; the ability to direct and motivate others; and a commitment to independent higher education and the liberal arts.

The Association wishes to fill this position as soon as possible. Salary is negotiable and commensurate with experience. Applications close April 1. 1992. Send letter of application, including names of three references and resumed to:

Dr. Eugene Hotchkiss, Chairman Search Committee Associated Colleges of Illinois 150 North Wacker Drive, Suite 1350 Chicago, Illinois 60606

An Equal Opportunity Employer

RULLETIN BOARD: Positions available

PRESIDENT LEHIGH COUNTY **COMMUNITY COLLEGE**

The Board of Trustees invites nominations and applications for the position of President of Lehigh County Community College. The president is the chief executive officer of the college with responsibility for leading and motivating all staff in the development and implementation of the college's mission and policies.

masion and pointes.

Lehigh County Community College, founded in 1900, is lucated ten miles north of Allentown on a 190-acre suburban campus. The college's local sponsors consist of the nine Lehigh County school districts and four Carbon County school districts. Credit student enrollment has increased steadily and substantially in the last four years and is approaching 5,000. Noncredit enrollment is over 16,000 annually.

Qualifications include:

Qualifications include:

• A professional with significant a liministrative/management experience in a post-secondary or other organizational setting who understands and is committed to the mission of community colleges. A doctoral degree is preferred but not required.

• An embassador who is actively involved in community affairs.

• A dynamic, inspirational leader who can motivate and energize faculty and staff to grow professionally and to respond creatively and effectively to changing needs of education, students, the workplace, and community.

• An innovative senior-level administrator who possesses strong human relations skills and can demonstrate previous success in building teams, bringing about consensus, and overcoming adversity.

• An effective communicator who can speak, write, and listen well.

• A realist who understands the dynamics of public financing.

• A heigh-energy-level administrator who possesses a walk-around management style which incorporates objectivity, sensitivity, openness, a sense of humor, and fairness.

• A high-profile agent of change with the desire and ability to promote joint ventures with organizations in the private sector and other educational institutions.

• A culturally sensitive person who can assist college constituencies in build-

institutions.

A culturally sensitive person who can assist college constituencies in building a community where diversity and pluralism are valued.

The salary range for this position is \$75,000 to \$95,000. Increased applications are invited to apply in confidence by forwarding a letter of interest, a résumé, and a statement describing specifically how your esperience meets each of the listed qualifications by May 1, 1992. The current president is retiring June 30, 1992, and the Presidential Search Committee's goal is to have completed the selection process by July 31, 1992; however, process will continue until a suitable candidate is identified.

Application materials should be mailed to: Presidential Search Committee Mr. Allen D. Ruter Lehigh County Community College 2370 Main Street

Lebish County Community College is an affirmative action, equal opportunity employer. We particularly encourage applications from people of tradi-

EXECUTIVE DIRECTOR

The Society for American Archaeology (SAA) is a not-for-profit, volunteer-based scholarly and professional organization with a \$648,000 budget and approximately 4,800 members. Founded in 1935 to promote interest in the archaeological resources, the SAA is incorporated in Washington, D.C., and has members working in academic, governmental, and private sectors throughout the hemisphere. Activities of the Society Include an annual meeting, publications (two journals and a bulletin), and the dissemination of archaeological findings to the public.

The Executive Roard of the SAA invites anallegizing for the position of

The Executive Board of the SAA invites applications for the position of Executive Director of the Society. The Executive Director's responsibilities are to carry out the policies of the Executive Board and manage the daily business operations and related activities of the Society. The immediate task of the new Executive Director will be to establish, staff, and manage a new office for the Society in Washington, D.C..

The successful candidate should have proven skills and qualifications as follows: an advanced degree; experience in startung-up and managing the executive office of a professional, non-profit organization, including the toles and responsibilities of both staff and board members; a successful record of leadership and management; budgetary and membership: interests and experience in legislative and government relations; and the ability to work productively with diverse constituencies.

Applications 4.1.

Applications, including a letter of interest, resume, salary expectations and the names, addresses, and telephone/fax numbers of three references have been addressed.

Dr. Jeremy A. Sabloff Chair, SAA Search Committee Department of Anthropology University of Pittsburgh Pittsburgh, PA 15260 Closing deadline for receipt of applications: April 20, 1992.

Vocallonal-Technical Education: Research Assistant, 1. Work with federal grant in cocontonian curriculum networking activities among sight Southern states; prepare southly reports related to rezional and netstates; receive, catalog and distance; receive, catalog and distance; receive, catalog and distance; receive, catalog and distance in region. Salary; 12-month not-tenure track position with a nane of \$20,000-\$24,000 commensumits with catalogue and experience working and experience working to the properties of the prop

PRESIDENT

Western Connecticut State University

The Board of Trustees for the Connecticut State University system invites nominations and applications for the position of President of Western Connecticut State University, as public comprehensive university enrolling some 5,880 full and path-time students, offering degrees at the bachelot's and master's levels.

Western Connecticut State University is one of four institutions in the Connecticut State University system. The governance of Connecticut State University system is the responsibility of a sixteen-member Board of Trustees. Each university is given a considerable measure of autonomy and functions under the leadership of a President who reports to the President of the Connecticut State University system. Western Connecticut State University, founded in 1903. Is located in Danbury, a city in Fairfield County in the foothills of the Berkshite Mountains, 65 miles north of Manhartan and 50 miles west of Hardord, the capital of Connecticut The University is supported by a forward-looking, innovative business community. Western's rural 315-acre Westside Campus complements its original 25-acre. 10-building Mictiown campus in the heart of downtown Danbury.

Preparation and Experience. An earnest doctoral degree. Teaching experience at
the college level. Experience in college administration, preferably on a high level
involving both academic and financial matters. A record of active participation in
organizations that function on regional and national levels and are concerned with
public higher education.

 Scholarship or Artistic Skill. Experience as a scholar or as an artist. (Writings and artistic productions will be considered as evidence of scholarship of artistic skill.) Ability to Communicate. The ability to write well and to speak well

Ability to Communicate. The ability to write well and to speak well
 Ability to Elicit Community Support. Experience in working with community groups. The ability to gain support from local business, labor, end positical learners.
 Personal Qualifications and Philosophy. Support of the meditional principles of academic freedom and academic governance. Impartiality Willingness and ability to delegate authority. Courage and the strength of character needed for leadership. The imagination and initiative needed to promote new academic programs and bring about other innovations. A commitment to leaching, scholarship, and the values of academic life. The ability to relate sensitively to all incliniduals within the university community and the ability to communicate effectively both within and beyond the university community.
 Working within the CSU System. Being able and willing to work lower enhancing.

Working within she CSU System. Being able and willing to work loward enhancing
the mission and goals of the CSU system is expected of all presidents. Thus,
cooperative spirit and a sense of oneness are essential qualities of the president.

Mrs. Rebecca Amberg Secretary to the Board Connecticut State University Execut P.O. Boa 2008 New Britain, CT 06050

An Affirmative Action, Equal Opportunity Employe

EXECUTIVE DIRECTOR

Rochester Educational Opportunity Center Required Qualifications: Master's degree; 5 years' administrative/supervisory experience, 3 years of which must be in a public or post-secondary institution; (amiliarity with special programs for the disadventaged student in N.Y.S.; expertise with program design and development; demonstrated skill in organizational management and budget management/preparation; and the ability to work with a diverse workforce and student body. Submit letter of interest detailing how your experience and education meet the unique needs of this position, résumé and names of three references to Edward J. Kelly, SUNY Brockport, 408 Allen Bidg., Brockport, NY 14420. Beginning review date: April 6, 1992, AA/EOE.

PRESIDENT

CONSTRUCTOR CONTROL CO

Ouachita Technical College Malvern, Arkansas

Applications and nominations are invited for the position of President, Chief Executive Officer of the College, and directly responsible to the Board of Trustees.

Board of Trustees.

Malvern, AR and Ouachita Technical College are located on Interstate 30 in Southwest Arkansas, 45 miles from Little Rock and 22 nules from that Springs. Malvern has a population of 10,000 and is the county seat of Hot Spring County (30,000 population). It is located in the foothills of the Ouachita Mountains and within close provinity to beautiful lakes, tivers, and woodlands. Ouachita Technical College was established in July, 1991, was previously Ouachita Vocahunal-fechnical School (founded in 1971), and is presently seeking North Central Association accreditation. The mission of this newly established institution is to provide accessible and affordable educational opportunities within its service area. This offering is for the first President of Ouachita Technical College and provides unique and exciting opportunities for the creation and mobing of this institution.

The success of a Technical College is largely dependent upon the commitment, experience, and ability of the Chief Executive Officer in operating a comprehensive institution which is responsive to the needs of its service area. The local Board seeks a person with the following intainium qualifications:

Commitment to the concept of a comprehensive Technical College, having experience with the accreditation process, with recent se-nior-level administrative experience.

An earned doctorate from a recognized university. (In unusual situations, at least five years of training and experience in a Com-munity/fechnical College may be accepted in lieu of an earned doctorate.)

Effectiveness at working with state and local governments, hust-ness/industry, labor, local school districts, the community of large, and other related organizations.

4. Demonstrated ability to direct foundation work and local fund-

5. Strong leadership qualities and ability to make solid decisions, furthering a common sense of purpose throughout the College.

6. Skills in fiscal management, budgeting, and facilities development, and experience in administrative management, with the ability to work with a policy-making Board.

7. Demonstrated ability to change and meet new markets and technol-

8. Ability to communicate effectively with diverse groups within and without the College community.

9. Experience with a comprehensive Community/Technical College.

10. Commitment to equal opportunity and aftirmative action. 11. Willingness to live in a typical small-town, southern, rural environment in a community with less than 10,000 population. (The entire State of Arkansas has a population of 2.3 million people, the largest

SEND: A letter of application stating how the applicant meets the requirements, a current resume, and three letters of reference, no later than April 11, 1992, to:

OUACHITA TECHNICAL COLLEGE Presidential Search Committee 1227 Brownwood Malvern, AR 72104

It is expected that the new President will be selected and in place no later than June, 1992. Compensation is competitive with other Technical and Community Colleges of comparable size in the region.

Ouachita Technical College is an Equal Opportunity Employer.

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The Chronicle of Higher Education Bulletin Board 1255 Twenty-Third Street, N.W. Suite 700

Washington, D.C. 20037

End Paper



Conjuring New Forms From Nature

ETISTS ARE MAGICIANS. Well, not exactly magicians-but for several thousand years societies have revered their artists as people with pictorial skills and some transforming way of seeing. This has always carned them a special place.

Artists are called avatars, seers, and visionaries, people touched by a higher power who through their gifts can create life anew. Ed Shay, of course, does not claim for himself any particular spiritual high ground, but his culpture exhibits precisely those qualities that have always impressed the lay public. He takes common materials from nature, and through his intervention, intelligence, vision, and will, changes them into something else that is both simple and wonderful. He transubstantiates.

Ed Shay finds his raw materials by foraging around in nature, collecting twigs and leaves. He uses these to make molds into which he pours bronze, preparing the materials for their final metamorphosis. Shay takes his bronzed sticks and leaves, and arranges and welds

them together to form the armature of a new shape or creature. In Shay's hands, Nature again creates life, the rhythms of being recycle into new form. the stuff of existence bears unexpected further fruit. He senses the almost genetic similarities that bind

all life, and its potential for recombinant dis-

The text above is by James Yood, lecturer in art theory and practice at Northwestern University. It is excerpted from Spirited Visions: Portraits of Chicago Artists by Patty Carroll, a studio professor in photography at the Illinois Institute of Technology's Institute of Design, and Mr. Yood. Copyright © 1991 the University of Illinois Press.

Officials at Lynn University can breathe a sigh of relief. A major donor who had been ruffled by an unflattering newspaper article has withdrawn her threat to drop local charities from her will. Last month The News, of Boca Raton, Fla., charged that the donor, Countess Henrietta de Hoernle, was a fake. The article said that Countess de Hoernle had bought her title for \$20,000 in 1981 from a "slick, charming con man who's notorious for pulling the same scam on dozens of others."

Countess de Hoernie, who reportedly has given about \$4-million to various causes in the area since 1982, was so upset by the article that she and her husband, Adolph. vowed to strike from their wills \$22million for charities.

But local citizens rallied behind the couple. And Lynn University students wrote letters of support to the count and countess, who have given to the campus over the past decade. Last fall the couple gave Lynn \$2.5million for a new gymnasium that will be named for them.

The messages were heard. The couple decided to keep the charities in their wills. Although Lynn officials don't know how much money-if any-the couple might have designated for the university, they're happy the turmoil is over for the donors.

"They're a very gracious couple," says Jan Glitz, Lynn's director of institutional relations. "We never changed our impression of the count and countess. And we were very upset about the article.'

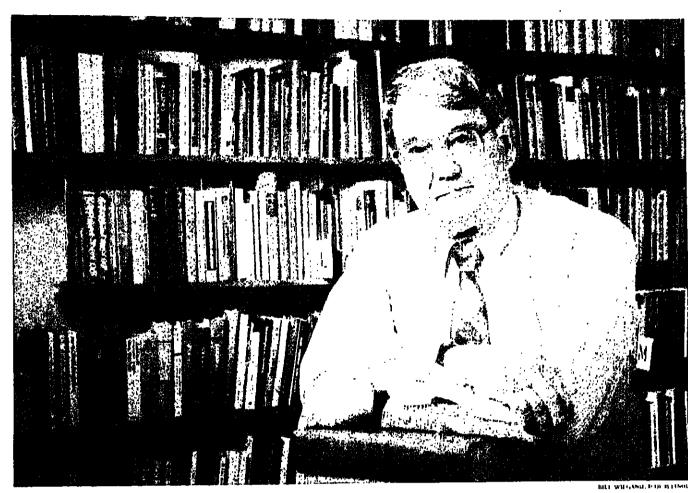
The California Attorney General's office is investigating the \$100,000-a-year salaries plus benefits paid to the managers of the Stanford Bookstore. The compensation is already under scrutiny by the store's directors.

Attorney General Daniel E. Lungren will look into whether the compensation packages violate state laws that govern non-profit organizations, a spokesman for Mr. Lungren said.

The store, a non-profit, taxexempt corporation, rents space on the campus and is independent of the university. Eldon Speed, the store's general manager, and Philip Chiaramonte, its assistant manager are believed to be the highest-paid college-bookstore managers in the nation. Their benefits include a vacation home, a motor home, a sailboat, and the use of several huxury cars.

Robert Weisberg, a board member and a professor of law at Stanford who is overseeing the board's investigation, said the ompensation packages might involve "matters which should be corrected beyond questions of legal ompliance." The board has hired two law firms and an accounting firm to review the situation.

Business & Philanthropy



Richard L. Wentworth, director of the U. of Illinois Press: "Unless a book is really Important, we have to look more closely than ever at the market situation."

Many University Presses Are Forced to Put New Emphasis on the Bottom Line

By JULIE L. NICKLIN

Facing budget cuts and a dwindling library market for their books, some university presses are being forced to publish fewer titles, reduce print runs, and delay

For more than a decade, university presses have seen the subsidies that many of them receive from their institutions gradually decrease and their sales to college and university libraries decline. To make up for lost revenue, many started

to publish fiction and general-interest books that would appeal to a wider audi-

Now the cost cutting brought on by the recession has exacerbated the situation. As many as 20 university presses may see cuts in their subsidies this year, and a few may be eliminated, according to the Association of American University Presses. As a result, some presses are postponing or dropping-their publication of certain books and monographs simply because

they won't sell enough to cover costs or return a profit this year.

Some university presses are reluctant to talk about the financial problems they face. Their directors fear that once the news is public, scholars will take their manuscripts to other publishers, thus further harming the very operation the directors seek to

Small and medium-sized presses at public universities have been hit hardest by the recession, press directors say, because their support comes from the states, many of which are financially strapped themselves. Older and larger presses-and especially a few such as the Yale University Press that have endowments to cushion them in poor economic times-are better off. But they haven't been immune to the

are necessary to continue the excellence Series Dropped at Nebraska Mr. Look's land donation was valued by

Many of the approximately 80 university presses still depend upon their parent ins tutions to support part of their operating budgets, with the remainder coming largely from sales.

Officials at the University of Nebraska Press, which took a \$12,700 cut in its \$250.000 subsidy this year, have decided to stop printing three series of monographs to save money. They plan to drop the Bulletin of the University of Nebraska State Museum, a series of scientific monographs produced by museum officials; the Nebraska Study Series, a collection of academic monographs written by professors and alumni of the university's Lincoln campus; and the press's five-year-old se-

Continued on Following Page

\$52-Million Gift to Texas A&M Is Believed to Be Largest Ever to a Public University

COLLEGE STATION, TEXAS ed," Mr. Mobley said. "Private dollars An alumnus has given Texas A&M University 1,000 acres of land on the island of Guam-a spread valued at \$52-million.

The gift, from Dwight Look, Class of 1943, a self-employed engineer living in Sinajana, Guam, is believed to be the most valuable ever made to a public university. University officials announced the donation this month as they publicly opened a \$500-million fund-raising campaign.

The gift is the latest in a long succession of impressive gifts to public universities. Texas A&M President William H. Mobley said private funds would be increasingly necessary as state support for higher education dwindled. Money from state general revenues accounts for 35 percent of the university's fiscal 1992 budget-down from 40 percent 10 years ago.

"We are no longer a 'state supported' institution, but rather we are 'state assistOctober 1991. Plans to Sell the Land

we need to attain our objectives."

an independent appraiser at \$52-million,

university officials said. Because the actu-

al value of real-estate gifts fluctuates with

the market, such gifts are difficult to rank

when compiling lists of record donations.

top what is believed to be the previous

record for a public university---n \$51.4-mil-

lion gift to the University of Houston in

However, at \$52-million, the gift would

The university plans to sell the land and use the proceeds to establish endowments for its College of Engineering and Sterling C. Evans Library. With the gift, the university has raised a total of \$185-million Continued on Page A33

University Presses Are Forced to Put New Emphasis on the Bottom Line

Continued From Preceding Page ries, Modern Scandinavian Litera- give the press an annual subsidy. ture in Translation. About 700 scholars buy the literature series. which officials of the press describe as "unique to academe."

The three monograph series weren't making money, the offi-, rials say, which puts the Nebruska press in a new-and uncomfortable-position: eyeing the bottom line of its operation. "They were the most conspicuous for using resources without generating income," says Willis G. Regier, director of Nebraska's press. "We are concerned about diluting parts of our mission if we become what the administration has dubbed a Profit center."

He adds: "It's discomforting when the scholarly value of a work at least eight years. Because the starts to be determined by its imand Inediate financial value. That immediacy is what gives me the cold-

Threat at Stanford

On other campuses, the cuts could be more severe. The existence of the Stanford University and financed," says Paul J. Zim-Press, which receives about 10 per mer, director of the Iowa press. cent of its budget from the university, is threatened. The university, troubled by a controversy with the federal government over research costs, is looking to trim about \$40million from its budget over the next few years. Along with other parts of the university, the press is under review for possible reduc-Fion—or climination.

"The support to the press is significant item," says Grant A. Barnes, its director. "It's conceivable the university could decide to abandon the press—to close

At the Ohio State University, professors fought a proposal by the institution last fall to close the university's press. Now press officials wonder whether the operation will receive its \$300,000 subsidy next

In six years, the press nearly doubled its annual output of books, and it now produces five academic journals. But the inventory of unsold books has built up faster than sales. At the end of fiscal 1991, the press reported a \$724,000 deficit.

12% Cut at Iowa

Press officials are working with the university to restructure their finances. "It wouldn't make sense to give up on the ground that we have gained," says Peter J. Givler, director of Ohio State's press.

This year, the University of Iowa Press received 12 per cent less from the university than it had in fiscal 1991—the first reduction in recession-torn state is giving less money to the university, the press expects another subsidy cut next year. Press officials, who wouldn't release specific figures, say their operation relies upon the universily for about one-third of its budget.

We are very tightly organized "Any cut that we receive is going to make it difficult for us,"

'You Can Never Be Sure'

That fear is one reason some presses are relieved that they do not rely on university subsidies. Since 1976, Indiana University Press has been self-supporting. Its officials say they have already berely mainly on sales to meet their

"We felt it was prudent to be in charge of our own destiny," says John Gallman, director of Indiana's press. "If you are dependent

that they are going to be there."



come more conservative about Grant A. Barnes, director of the Stanford U. Press: "It's conceivable the university could decide to abandon the press—to close it up."

reviews they receive in leading lishers acknowledge that universiners of the Association of Amerion handouts, you can never be sure can Publisher's 1991 R. R. Haw-

newspapers, magazines, and scholarly journals, and the awards they in the publishing world, often receive. Indeed, 11 of the 18 win- breaking ground with innovative scholarly ideas.

University subsidies, endowkins Award for outstanding profes- ments, and their tax-exempt stu-The quality and popularity of sional, reference, or scholarly tus, they explain, have enabled books published by the university work were published by university university presses to publish works

Business & Philanthrop Business & Philanthropy

are flat. Most press directors, how-

ever, say that libraries, which are

suggling with their own budget

cuts and rising materials costs, are

buying fewer books, journals, and

monographs (The Chronicle, Feb-

nary 19). Bookstores and whole-

salers are ordering fewer copies-

ents that haven't sold.

and returning more quickly the

The University of Chicugo

Press, the largest of the country's

university operations, says that in

the past four or five months it has

sen orders from some wholesalers

for new books drop by as much as

half. For the second year in a row,

the press has also seen a substan-

tialincrease in the number of books

that are returned from wholesalers

and bookstores. Heavy returns in

the past two months have reduced

aone-year increase in sales from 10

percent, which the press originally

"As we ask people for money.

resorted, to 3.3 per cent.

"It's discomforting

to be determined

by its immediate

financial value."

when the scholarly

value of a work starts

they have the tendency to return

the books rather than give cash,"

says Donald A. Collins, chief fi-

nancial officer of Chicago's press.

for a variety of ways to economize.

The University of California and

Princeton University Presses are

following others that have already

combined their warehousing and

distribution operations to cut

costs. Others are raising their book

prices more sharply than in the

past. A few are working on new

Hiring Freezes and Attrition

University presses are looking

This year, however, some university presses have had to base more of their publishing decisions on the Northwestern officials say they bottom line.

colher accepted nor rejected Mr. Some presses have tried to make grant's plan. "The plan was only for the budget cuts have been grant's plan." up for the budget cuts by releasing the process of being develower new titles. That is releasing the process of being developed in the process of the proc fewer new titles. The University of Illinois Press, faced with a decline in university subsidies. in university subsidies over the light and been completed at the past two years, plans to cut up to in the Brent accepted another titles from its list of about 100 nes publications in 1992. Many of those Reports of this year's sales of accut will be highly specialized ademic books are mixed-some acup, some are down, and others monographs.

"Unless a book is really imporfant, we have to look more closely than ever at the market situation," says Richard L. Wentworth, director of the Illinois Press.

Some Print Fewer Copies

Many presses are printing fewer copies of scholarly works and trade books. Rutgers University Pressis releasing Prime Time and Misdemeanors, a book about the television game-show scandals of the 1950's. In better economic times. the press would have printed 6,000 copies of the book, officials say. but the number is being cut to 4.000. "Frankly, we should really cut that to 3,000," says Kenneth L Arnold, the press's director,

Other presses don't see publishing fewer titles as a solution. Inbal economic times, their directors say, presses must maintain-or even increase—their publishing lists to build sales. At some presses, however, that thought has led to conflict.

Jonathan Brent says he resigned as director of the Northwestern University Press because the institution didn't support his desires add new staff members and in crease the number of books from 35 a year to 50. Although the press receives no cash subsidy from Northwestern, Mr. Brent says le wanted the university to come up with some of the money necessary

to expand the operation. "Getting up to 50 would have helped insulate us against the vagaries of the marketplace," says Mr. Brent, who is now senior editor of

Playtex Family Products Corpo-

school. It is one of the top five

the job. But most agree that if the dent Services. action could be called for.

the recession were to end tomordon't think this is over yet.

W. M. KECK FOUNDATION 555 South Flower Street Los Angeles 90071

merican studies. For the American-stu jes program: \$200,000 to Georgetown U Hology. For a faculty position in the Cente for Biological Timing: \$300,000 to U. o Virginia.
Facilities. For biology laboratories: \$250.

000 to Allegheny College.

—For a Language Resource Center \$200,000 to Franklin and Marshall Col-

Deafness. For a continuing-education cen-ter for deaf and hearing-impaired people

for families: \$608,970 to U. of South Afri-

mary health care: \$1.5-million to Michigun State U. —For training for community health work ers: \$491,624 to U. of Cupe Town (Sout

Westville (South Africa).

—For dental programs: \$286,000 to U. of

cumán (Argentina).

For seminurs for health professionals: \$222,516 to U. of Natul (South Afri-

Africa). Public officials. For education, network-

of Kellogg-assisted youth projects: \$600,-010 to Massachusetts Institute of Tech-

Kent State U.

Texas A&M Given Land in Guam Worth \$52-Million

Continued From Page A31 million or more made to the univer-

Other large gifts announced by

recession continues, more severe Much of the money raised so far

The \$500-million campaign is the

PRIVATE SUPPORT FOR HIGHER EDUCATION

building and the student center, \$350,000 | SPENCER T, AND ANN W. to Harding U. OLIN FOUNDATION

For a library and learning \$300,000 to Heritage College.

Libraries. For the Judaica Division of the Harvard College Library: \$1.5-million to

LUTHERAN BROTHERHOOD FOUNDATION 625 Fourth Avenue South Minneapolis 55415

Religion. For the chaptaincy program \$334,900 challenge grant to Lenoir-Rhyne College.

RALPH E. MILLS FOUNDATION Drawer M. Frankfort, Ky. 40601

Communications. For the communication center: \$100,000 to Lincoln Memoria SAMUEL I. NEWHOUSE FOUNDATION

c/o Paul Scherer & Company New York 10017 Student ald. For scholarships: \$2-mi

7701 Forsyth Boulevard

St. Louis 63105 Support, For programs of faculty and cur regium development, \$100,000 to Hobar and William Smith Colleges.

STARR FOUNDATION 70 Pine Street, New York 10270

Facilities. For renovation of the Sterling Memorial Library: \$5-million to Yale U **Support. For faculty develonment and for** scholarships: \$350,000 to Washingto College (led.).

TEAGLE FOUNDATION 30 Rockefeller Plaza New York 10112

Private colleges. For support of programs \$250,000 each to Davis & Fikins College and Thiel College.

TREUHAFT FOUNDATION 10701 Shaker Boulevard Reveland 44104 lumanities, from a fecture series in the little

manhies: \$125,000 to Baldwin-Wallace College. DEL A. WEBB FOUNDATION

2023 West Wickenburg Way P.O. Box 20519 kenburg, Ariz. 85359 Facilities. For the Del E. Webb School of Construction: Standhor to Arizona State

Gifts & Bequests

Colby College. For professorships: 51 1million from an anonymous donor Donne College. For the capital campaign, \$142,000 from Harriet and Wayne Dawson and \$150,000 from Arch and Neldea

Harvard University. For the Public Interest Summer Fellowship Program \$300,000 from the family of Morris Wasserstein.

tees McRae Collage. For support of pro-grams; \$250,000 from the estate of Mat-ion McGrew. Lincoln Memorial University. For removation projects \$1,4-million from Avery Hall Partnership Inc. —For support of programs: \$170,000 from

Arthur Tagge. Mississippi State University. For support

Nazareth College of Rochester. For the en

Rosemary A. White. Rorthoast Louisians University. For the in-stitute of Gerontology, \$100,000 from an

anonymous donor.

Queens College (N.C.). For the new college center: \$4-million challenge gift from an

monymous donor.

Silliman College. For the endowment:

\$700,000 from the estate of Julia Clark

Insuring America's Future

Delaware County (Pennsylvania) Authority

\$8,795,000

Insured Revenue Bonds, Series 1992

Widener University Center

Principal and interest guaranteed by

Carrielee

husetts Health and Educational Facilities Authority

\$17,390,000 Insured Revenue Bonds, Series A

Massachusetts Community College Pool

Principal and interest guaranteed by

North Carolina Educational Facilities Finance Agency

City of Jacksonville, Florida

\$70,675,000

Hospital Revenue Bonds, Series 1992

University Medical Center

Principal and interest guaranteed by

Consiel et

\$24,490,000 Insured Revenue Bonds, Series 1992

Elon College

Principal and interest guaranteed by

College Construction Loan Insurance Association

2445 M Street, N.W. Washington, D.C. 20037 202-835-0090

The Robert Wood Johnson Foundation, seeking to improve the training of prospective physicians, has awarded about \$20-million to eight medical schools.

and to the changing needs of pa-

Among other steps, the medi- A. Burns School of Medicine, \$2basic-science instruction, hoping to make it more relevant to search Foundation, \$2.5-million. clinical training. The schools

The grant recipients, selected from the 12 medical schools that received planning grants under the program in 1990, are:

sity School of Medicine, \$2.5-mil-

Oregon Health Sciences University School of Medicine, \$2.4-

multion University of Kentucky Re-

ry, \$2.5-million. ■ Yale University School of Chronicle, February 19).

Medicine, \$2.4-million. The foundation announced in center in Sterling's main reading dysfunctional." January that it would award room. The center will be modern-\$33-million to medical schools ized to accommodate personal

two gifts to modern-

the original furniture reproduced. The Starr Foundation, which awards grants in medicine and education, was established in 1955 H. and Grace A. Dow Founda-Yale University stands to reby Cornelius Vander Starr. Mr. tion, will help the university's University of Hawaii's John ceive a total of \$10-million Starr, who died in 1968, founded American International Group, new wing for its Composite Male Inc., an insurance company.

A second \$5-million gift, from will also provide students with School of Medicine, \$2:5-million. brary. Yale officials report that in-depth clinical experience in University of Rochester Sterling a Cathia building a House at the Yale Bowl. paign, which began in 1988. (The Built in 1923, the building goal was raised to \$210-million pleted in 1930, needs tens of milserves many of the university's from \$160-million last summer.) lions of dollars in repairs (The Chronicle February 10)

33 varsity sports. But overuse has

The Dow Foundation, in Mid-

Mr. Smilow's gift will go to- Dow Chemical Company. The over the next seven years in computers and automated reference tools while the ordered another program to help inanother program to help inence tools, while the original arfor Mr. Smilow, who is chairman million.

The Johns Hopkins Univer- crease the number of general chitecture will be preserved and and chief executive officer of

A foundation has given

The money, from the Herbert College of Engineering

science, and the arts.

■ Johnson Foundation awards \$20-million to 8 medical schools

■ Yale U. will receive \$10-million to restore aging buildings

physicians (The Chronicle, February 5).

New York plans to donate \$5-milJoel E. Smilow, a 1954 Yale alumthe total in gifts and pledges to

The gift will create a reference describe the building as "almost 1936 by Ms. Dow, the wife of the

Michigan State University \$5. million for its engineering

rials and Structures Center.

left it in disrepair. Yale officials land, Mich., was established in Herbert Dow, founder of the

--JULIE L. NICKLIN

-For an auditorium and a dormitory: \$200,000 to \$1. Anne's College of Oxford

—For a biomedical-research facility: \$600, 000 to Pennsylvania State U.

LUCIUS N. LITTAUER FOUNDATION 60 East 42nd Street New York 10165

W. K. KELLOGG FOUNDATION 400 North Avenue Battle Creek, Mich. 49017-3398

-For programs for at-risk elementary-school children: \$135,000 to U. of Arizo-

lealth. For community-oriented primary health cure in six Indiana cities: \$174,728 to Indiana U. -For programs on community-based pr

—For dental services in the neighboring community: \$107,142 to U. of Durban-

For training programs for health-cure workers: \$509,690 to National U. of Tu

cn).

—For a data hank and network on health administration: \$420,176 to U. of Suö Paulo (Brazil).

Leadership. For leadership programs: \$430,026 to Richmond Community College (N.C.), \$503,468 to U. of Miami. \$100,300 to Michigan State U.. and \$150,000 to St. Burnubus College (South Africa)

ing. and community-development projects for public officials from small towns and rural communities: \$842,900 to Cor-

violence: \$499,780 to Bowle State U.

Young people. For fellowships for leaders

Young people. For fellowships for leaders

KRESGE FOUNDATION 3215 West Big Beaver Road Troy, Mich. 48007-3161 Facilities. For a building for the business center: \$150,000 to Okluhoma Baptist U.

—For facilities for WKSU-PM: \$100,000 to

projects to publish more generaltoward its \$500-million goal, which interest books designed to earn it hopes to reach by 1996. The latprofits that can be used to support est gift is one of 31 donations of \$1the publishing of scholarly works. sity since September 1990. Other presses have cut back on

i infough attrition or hig- the university ing freezes imposed by their uni\$10-million from Walter Koepp, a versities. For some, layoffs may private investor from Seguin, Tex. not be far off. Several presses hope for the College of Agriculture and lo build endowments when times Life Sciences; and \$5-million from get better so they'll be prepared for Leslie L. Appelt, a real-estate exthe next taste of a sour economy. Por now, the steps that many variety of projects, including a visipresses are taking seem to be doing the job projects and the Division of Stu-

will not be available to the universilt's too soon to talk about the ty for several years, since it came presses' emergence from the recession, say many press directors. "If gifts such as charitable trusts.

row, we would be in good shape," first comprehensive fund-raising fund-raising first comprehensive fund-raising fund-raising fund-raising fund-raising fund-raising f says Nebraska's Mr. Regier. "But drive in the university's history. --- KATHERINE S. MANGAN

year. The university has temporar
presses are evident in the frequent presses. Several commercial pub
based on their scholarly value.

The grants were awarded under the "Preparing Physicians for the Future" program. According to foundation officials, it was designed to help future physicians respond adequately to the rapid advances in science

 Columbia University College of Physicians and Surgeons, \$2.5-

PHILANTHROPY NOTES

■ Michigan State U. receives \$5-million for its engineering school

ize aging campus buildings. The C. V. Starr Foundation of

gifts made to the institution's \$210-million capital cam-

against women and homosexuals.

A copy of the songbook was sent anonymously to the office of Together, a campus feminist magazine. Magazine staff members were outraged and prompted leaders of several women's student

groups to call for an investigation.

Charles E. Young, chancellor of the university, said he was "revolted that a finternity songbook exists at UCLA that contains lyries that are sexist, homophobic, and violent."

Winston Doby, vice otherwaller.

Winston Doby, vice-chancellor for student affairs, who is overseeing the investigation, said he was "shocked."

Chris Lee, president of the fraternity, Phi Kappa Psi, said the group's songbooks had been distributed to some pledges recently but had since been confiscated and destroyed. The fraternity was suspended last year for "major alcohol violations," a university official said. The suspension lasts until June.

A group of students at Harvard University is calling for the resignation of the Rev. Peter Gomes, the minister at the Memorial Church at Harvard.

At a rally at Harvard last year, Mr. Gomes announced that he was gay and said that homosexuality was reconcilable with Christian teachings. Since then, about 50 students have organized a group called "Concerned Christians at Harvard" to oppose his statements about homosexuality.

"He may be persuading people that homosexuality is o.k. and the Bible says that homosexuality is a sin," says Robert Wasinger, a sonhomore and a member of the group. "The thing that's wrong is obviously not the Bible, so it must be Reverend Gomes."

Mr. Gomes said he wouldn't leave. Neil L. Rudenstine, Harvard's president, as well as several administrators, faculty members, and students, have made public statements in Mr. Gomes's support.

Many American college students say they believe in God, have cheated on tests, and plan to vote in the upcoming Presidential election, according to a new poll conducted for "Esquire" magazine.

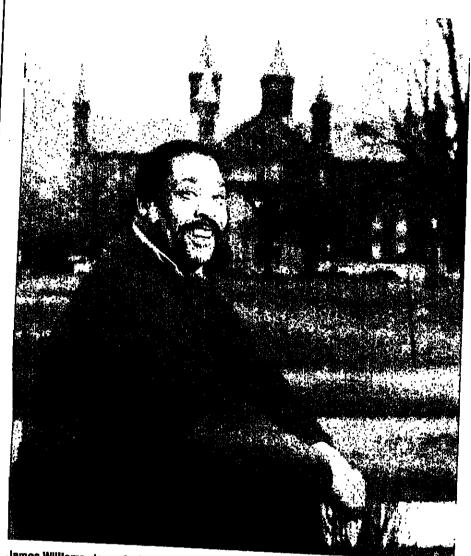
The magnzine surveyed 1,000 students on 27 campuses.

It found that students today are more conservative than those in the 1980's: They drink less and have less sex.

They also say Barbara Bush is more hip than Nancy Reagan.
When asked which career they would choose if they could make \$100,000 a year, about half the students said tenching. Seventeen per cent said they would choose to become lawyers and 11 per cent said they would be investment bankers.

Students

Many Colleges Report Increases in Applications, Despite Drop in Number of High-School Graduates



James Williams, dean of admissions at Antioch College:
"Colleges are paying for the kids they want, and letting the others hang."

U. of Minnesota Will Not Recognize or Support Student Group That Promotes 'White Culture'

Officials at the University of Minnesota say the institution will not recognize or financially support a White Student Union that was established by some Minnesota students to promote "white culture" on the campus.

Marvalene Hughes, vice-president for student affairs at the university, spoke out against the group this month at a campus rally organized by students to denounce the group. Said Ms. Hughes: "A student organization whose goals are inherently racist will not be recognized as a university organization, and therefore will not be supported financially or in any other way by the University of Minnesota."

The group's president says administrators are discriminating against the organization because they do not like its views, and he says he may sue the institution.

Only 2 of 3 Required Signatures

Minnesota administrators note that three students must sign a club-registration form before an organization can officially be registered with the university. So far the White Student Union, which has eight

members, has provided only two of the three required signatures. Even if the club provides a third, however, administrators maintain that registration will not necessarily earn it university recognition or institutional funds.

Tom David, a senior and the founder of the White Student Union, says the group is being denied access to student-fee money that other student organizations receive.

He says he founded the group because he wanted to "force the university administration to end all racist and sexist action" by discontinuing the use of affirmative action in its recruiting and hiring practices. Mr. David says he has sought advice from the American Civil Liberties Union, which told him, he says, that his group should have the same rights as other student groups.

Ms. Hughes insists that the university is not obligated to recognize the group. "Tom David and others who share his views have a right to free speech here or anywhere," she says. "That does not include the right to university support."

--SUSAN DODGE

Continued From Page A1 scores might not have gained them admission in previous years.

Admissions officials predict that the competition for top students will be first because there are fewer of them to a stround. High-school counselors say some of their students received acceptance in ters from selective, private colleges a early as February I. Many colleges typically wait until the beginning of April 1. mail such letters, asking for responses by May I.

"Everybody is nervous," says Bruce! Poch, dean of admissions at Pomona College. "Kids are applying to more place and yields will be shaky. Everybody will react by trying to admit too many student, the wait lists will be full, and there willber wide disparity in financial-aid package." Pomona has seen its applications increase by 5 per cent over last year.

'No Reason to Feel Safe and Secure'

Adds Bob Magee, director of admissions at Indiana University at Bloomington. "There is no reason for any of us to fed safe and secure. The economy is still depressed, and many students may have upplied to colleges in the wishful-thinking mode. Then they get to June and the family looks at the finances and says, There is no way we can do this." Mr. Magee says indiann has received 4 per cent more applications this year than last, primarily from out-of-state students.

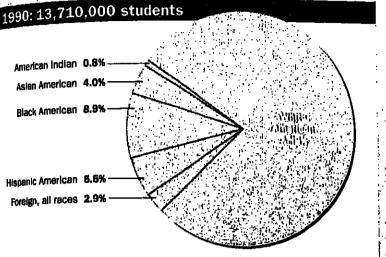
Not all private institutions saw their applications increase. Syracuse University has received 5 per cent fewer applications than in 1991. Thomas Cummings, vice-president for enrollment management and counseling at Syracuse, says the stagnant economy in the Northenst and the declining number of high-school graduates contributed to the decline. The University of Notre Dame reported receiving 6 per cent fewer applications this year.

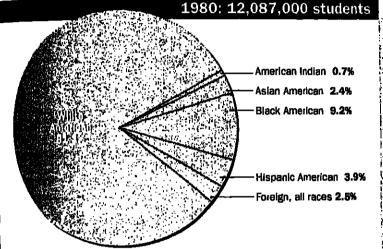
Several admissions officials say the more selective private colleges will fare better than others when it comes to filling their freshman classes. "People are willing to pay for quality," says Claire Matthews, dean of admissions at Connecticut College. "Some colleges charge the same furition, but those colleges don't have the same diploma recognition. People will pay \$30,000 for a Mercedes but not for a Ford." Ms. Matthews says applications to her institution rose by 2 per cent this year.

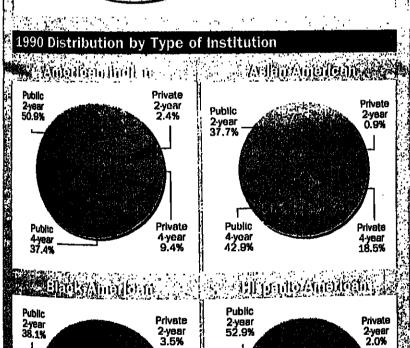
Mixed Picture at Public Institutions

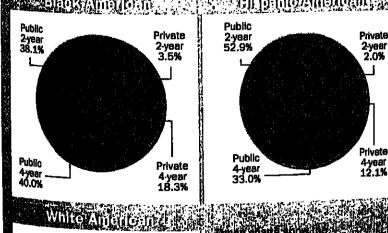
The applications picture at public lastitutions is more mixed than at private institutions. Many state universities have seen their budgets slashed and have hiked their tuition and fees substantially. Moreover, publicity about budget cutbacks, which have led to the elimination of some majors and reductions in the number of classes, has led to a drop in the number of applications. San Diego State University, for instance, received about 8,940 applications for next fall, 18 per cent fewer than last Continued on Page A44

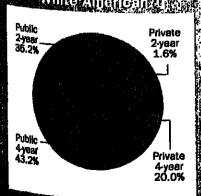
College Enrollment by Racial and Ethnic Group



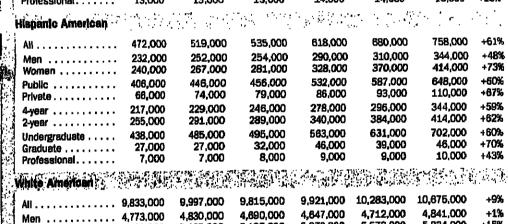








American Indian	1980	1982	1984	1986	1988	1990	10 year
All	84,000	88,000	84,000	90,000	93,000	103,000	+237
Men	38,000	40,000	38,000	39.000	39,000	43,000	+13%
Women	46,000	48,000	46,000	51,000	53,000	60,000	+303
Public	74,000	77,000	72,000	79,000	81,000	90,000	+223
Private	10,000	10,000	11,000	11,000	11,000	12,000	+203
4-year	37,000	39,000	38,000	40,000	42,000	48,000	+300
2-year	47,000	49,000	46,000	51,000	50,000	54,000	+15
Undergraduate	79,000	82,000	78,000	83,000	86,000	95,000	+203
Graduate	4.000	5,000	5,000	5,000	6.000	6,000	+50
Professional	1,000	1,000	1,000	1,000	1.000	1,000	O
Asian American	· . •)			•		
All	286,000	351,000	390,000	448,000	497,000	555,000	+949
Men	151,000	189,000	210,000	239,000	259,000	287,000	+909
Women	135,000	162,000	180,000	209,000	237,000	268,000	+99
Public	240.000	296,000	323,000	371,000	406,000	445,000	+859
Private	47,000	55,000	67,000	77,000	91,000	109,000	+132
4-year	162.000	193,000	223,000	262,000	297,000	343,000	1112
2-year	124,000	158,000	167,000	186,000	199,000	212,000	+71
Undergraduate	253.000	313,000	343,000	393,000	437,000	485,000	+92
Graduate	28,000	30,000	37,000	43,000	46,000	52,000	+86
Professional	6,000	8,000	9,000	11,000	14,000	18,000	+200
Black American							
All	1,107,000	1,101,000	1,076,000	1,082,000	1,130,000	1,223,000	+10
Men	464,000	458,000	437,000	436,000	443,000	476,000	+3
Women	643,000	644,000	639,000	646,000	687,000	747,000	+16
Public	876,000	873,000	844,000	854,000	881,000	952,000	+6
Private	231,000	228,000	232,000	228,000	248,000	271,000	+17
4-year	634,000	612,000	617,000	615,000	656,000	715,000	+13
2-year	472,000	489,000	459,000	467,000	473,000	509,000	+8
Undergraduate		1,028,000	995,000	996,000	1,039,000	1,124,000	+9
Graduate		61,000	67,000	72,000	76,000	84,000	
Professional	13,000	13,000	13,000	14,000	14,000	16,000	+2:



	Women	5,060,000	5,167,000	5,125,000	5,273,000	5,572,000	5,834,000	+1
	Public	7.656.000	7.785.000	7,543,000	7.654.000	7.964,000	8,340,000	+
	Private	2,177,000	2,212,000	2,272,000	2,267,000	2,319,000	2,335,000	+
5		6,275,000	6,306,000	6,301,000	6.337.000	6,582,000	6,757,000	+
,	4-year		3,692,000	3,514,000	3,584,000	3,702,000	3,918,000	+1
			8,749,000	8,484,000	8,558,000	8,907,000	9,231,000	+
,	Undergraduate	1,030,000	1.002.000	1.087.000	1,133,000	1,153,000	1,221,000	+1
	Graduate	249,000	246 000	243,000	231.000	223,000	222,000	-1
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J	Men	94,000	101,000	104,000	112,000	126,000	149,000	+599
۱	Women	204.000	219.000	219.000	224,000	238.000	265,000	+309
ż	Public	101,000	113,000	116.000	120,000	123,000	132,000	+319
١	Pr!vate		270,000	282.000	292,000	302,000	322,000	+349
1	4-year	241,000	61,000	53.000	53.000	60.000	75.000	+179
ä	2-year	64,000		-	205,000	205.000	226,000	+99
ł	Undergraduate	208,000	220,000	216,000		151.000	165.000	+769
۱	Graduate	94,000	108,000	115,000	136,000 4,000	5.000	5.000	+67
4	Professional	3,000	3,000	3,000		-1	_,,,,,	•
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		2,777,000	2,790,000	2,887,000	2,970,000	+13
Private 2,630,000		7.708.000	7.824.000	8.175.000	8,529,000	+13
4-year 7,565,000		4,527,000	4,680,000	4,868,000	5,181,000	+15
2-year 4,521,000	4,740,000					
Undergraduate 10,560,000	10,875,000	10,610,000	10,798,000	11,304,000	11,863,000	+12
1.250.550	1,235,000	1,344,000	1,435,000	1,472,000	1,574,000	+26
Professional 277,000	278,000	278,000	270,000	267,000	274,000	-1
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Colleges Report Increases in Applications, Despite Fewer High-School Graduates

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year, after reports of faculty layoffs and tight class schedules. Officials at the University of Massachusetts at Amherst say their applications dropped for the third year in a row. Applications to the university dropped 9 per cent to 12,000 for the fall. Amherst has

dents are sending more applica- dents. Applications to Rutgers the early-decision process, stu-

Applications to Ohio University have increased almost 11 per cent over last year. Kip Howard, direcbeen hard hit by budget cuts in retor of admissions at the university, over their freshman classes, col-

tions to some public institutions. University also increased by 3 per dents apply to their first-choice because the students believe they cent this year. And the University college by December and agree can get a good education for of Tennessee at Knoxville received that, if they are accepted, they will less money than at private col- 12 per cent more applications this

More Early Decisions

says increased standards and rela-On the other hand, high-school tively low tuition have made the ed more students who applied for counselors report that their stuuniversity more attractive to stuso-called early decisions. Under

> Ms. Bates and other admissions officials say some colleges will rely more on financial-aid waiting lists

"More kids are applying early

decision because they feel they will

get in," says James Williams, dean

of admissions at Antioch College.

The financial-aid list will be simiexcept that students will be admitted but told that the institution does not have enough financial aid to help them pay their bills. If a student who already has been accepted decides not to attend the instituon, the college will offer any money it had committed to that student to those on the waiting list,

'Paying for Kids They Want'

"Colleges are paying for the kids ty, up 20 per cent. they want, and letting the others hang," says Mr. Williams. "Colleges are saying to kids. We don't have the money now, but we may have the money down the road, so hang in there."

He adds: "We're sending a very disturbing message to kids."

Students and parents fear that with the crunch in financial-aid budgets, colleges will admit students based on their ability to pay. "Parents have told me they are fearful that applying for financial aid will make the admissions offices turn their kids down," says plied.

Anne Ferguson, director of college counseling at the Hathaway Brown School in Shaker Heights, Ohio. not pursue admission to other insti-

Many institutions say they cannot provide figures on the number of applications they received from minority students. However, a few reported increases in the number of black and Hispanic applicants. The University of Chicago re-

Mr. Williams says that accepting ceived 543 applications from black more students earlier insures that high-school seniors, 17 per cent colleges will not be scrambling this more than last year. It also received 351 applications from Hispanic students, a 24-per-cent increase. The Johns Hopkins Ualversity reported that it had received 440 applications from black students, a 43-per-cent inlar to an admissions waiting list. crease from the previous year. It also received 35 per cent more applications from Hispanic students-a total of 366.

Reports From the Campuses

Other reports on applications: ■ Drew University, up 11 per

■ Howard University, up 12 per ■ The Johns Hopkins Universi-

■ North Carolina A&T University, up 21 per cent.

■ Pepperdine University, up 11 per cent.

■ The University of Arizona. down i per cent. The University of Chicago, up 10 per cent.

The University of Maryland at College Park, up 3 per cent. ■ The University of Pennsylva-

nia, up 27 per cent. ■ The University of Virginia. down 5 per cent, primarily because fewer out-of-state students ap-

As the financial pressures on ports programs grow, the latest battle on many campuses is over student athletic fees. Students on some campuses have

often complained about the fees their colleges require them to pay to support sports programs. But clashes between students and administrators over the creation of new fees or increases in old ones seem to be occurring with greater frequency and intensity.

More than 8,000 students at

Florida State University signed a pctition last month to protest the institution's decision to triple their athletic fee. The university's regents approved the measure anyway, accepting a recommendation from President Dale Lick. Mr. Lick said the higher fee would allow all students to attend any sporting event they chose

without having to buy a ticket. At the University of Colorado at Boulder, a student leader proposed last month that the university abolish its \$33-a-semester athletic fee. The charge, which gives students access to all sporting events except football, raises about \$1.5million a year for the Colorado athletics department. The proposal has since been withdrawn, but campus officials say the issue is sure to remain a hot one.

Students at Ferris State University had mixed emotions about a vote by the Athletic Board of Control to approve a \$15 quarterly fee for all students. The fee will keep the university from abolishing iome of its teams.

The board, looking for ways to cut about \$500,000 from the athletics udget, had considered dropping several teams, including the popular men's ice-hockey team. At a meeting last month, however, one board member proposed the

student fee, and it was adopted. Darin Hoff, the incoming president of the Associated Student Jovernment, said some students were glad to keep the teams and to gain the opportunity to get into any sporting event without paying extra

But he said other students were roubled more by the procedure and the precedent of the fee's creation than by the fee itself.

When students created an activity fund last year, he said, they had to win the approval of students. administrators, and the athletic ard. This time, students had no say in the matter.

"With this, they just bypassed the first two steps and did it on their own," Mr. Hoff said of the board. Students are "sick and tired of bailing the administration out financially," Mr. Hoff said, "We shouldered the burden once again. and didn't get anything out of it."

Auburn University's new resident, William V. Muse, said ast week that Pat Dye should no Onger serve both as athletics irector and football coach. Mr. Muse said he preferred that Mr. Dye stay on as coach.

Athletics



Donna A. Lopiano, of the University of Texas: "This study is the first sign that the NCAA is willing to accept a national leadership position."



Richard D. Schultz, the NCAA's executive director: "This is more than a financial issue. It's a moral issue as well."

Men Get 70% of Money Available for Athletic Scholarships at Colleges That Play Big-Time Sports, New Study Finds

Continued From Page Al pated: We are so far from being equitable, it's pathetic," said Christine H. B. Grant, director of women's athletics at the University of lown. "It's hard not to see that this nation, at the university level, is not committed to providing equitable opportunities for its young women.

Some 'Dragged Their Feet'

NCAA officials warned against drawing sweeping conclusions about its members' Title IX compliance from the study, which they said was not designed to offer qualitative analysis. They also sought to portray

the results in a positive light, saying that female athletes received scholarship money at about the same rate that they participated in athletics, as dictated by Title IX.

But the NCAA's executive director, Richard D. Schultz, acknowledged that the study suggested that some colleges had "dragged their feet" and that others may have "done some things to avoid compliance" with the federal laws.

To deal with such shortcomings, Mr. Schultz announced the creation of a special committee to help individual institutions and the NCAA decide what they can do to further equity for women.

Facing Lawsuit, U. of New Hampshire Backs Off Plan to Drop Women's Tennis

By DEBRA E. BLUM The threat of a sex-discrimination suit has prompted the University of New Hampshire to announce that it will reinstate its women's tennis team this spring, almost a year after cutting the sport for budgetary reasons.

New Hampshire is the third college since 1990 to respond to the threat of a lawsuit by reversing a decision to drop a women's team. In all three cases-the others were at the University of Oklahoma and the College of William and Maryteam members claimed the cuts violated federal sex-discrimination laws. Under the laws, known as Title IX of the Education Amendments of 1972, institutions that re-

ceive federal aid must offer men and women equal opportunities to participate on

New Hampshire officials say they probably would have reinstated the women's tennis team in the fall and the threat of legal action simply expedited the move.

varsity teams and equitable financial sup-

"We realized on our own that we needed more participation opportunities for wom-," says Judith L. Ray, director for women's athletics. "Unfortunately we were pressed to make cuts in the sports program before we had all the data in from our own gender-equity self-study."

The university dropped its men's wres-Continued on Following Page

"We must be proactive, we must be a leader," said Mr. Schultz. "We have the resources within the NCAA, and with the people we can call on, to deal with this problem and solve this problem. This is more than a financial issue, it's a moral issue as well."

Anniversary of Title IX

The subject of sex equity in college sports has received more attention this year than at any time in the last decade, not least because 1992 marks the 20th anniversary of Title IX. The intense financial pressures that many colleges and sports programs are feeling have raised the stakes, with sex-equity factors being weighed more carefully as individual colleges contemplate proposals to eliminate sports.

In recent months, the Education Department's Office for Civil Rights has shown signs of renewed interest in the subject of sex equity after a decade of what was widely perceived as relative inaction. The civilrights office circulated a memorandum warning college presidents to take Title IX considerations into account when they drop teams, and found one institution. Brooklyn College, to be far out of compliance with Title IX. And last month the U.S. Supreme Court ruled that victims of sex discrimination could sue their schools or colleges for punitive damages, a decision that women's-rights advocates hope will make victims more willing to pursue : [94] their claims.

'The NCAA decided last June to undertake Continued on Following Page

Men Get 70% of Money Available for Athletic Scholarships, Study Finds

a survey of sports expenditures for the average NCAA college met the en's sports programs in the counsex on sports teams. the National Association of Collegiate Women's Athletics Adminisfrators. The NCAA's research department asked its 847 members for a range of data from the 1990-91 cademic year-the number of teams, participants, scholarships, games, and coaches in each sport. recruiting and operating costs, and coaching salaries. More than 75 per cent-646 colleges-responded.

Some advocates for women's sports expressed concern about the validity of the survey results. Some feared that the colleges that did not respond might be the ones with the least equity, while others noted that many female sports administrators had not seen the data provided by their colleges.

'I Give the NCAA Credit'

But most women's advocates applauded the NCAA for compiling and releasing the report, saying it demonstrated significant progress for a group that once had tried to derail the establishment of Title IX by suing the federal government.

"I give the NCAA credit for gathering this data," said Ellen J. Vargyas, executive director of the National Women's Law Center. "It is not complimentary for their members, and I assume they knew it would not be. Putting these facts in the light is in everyone's best interest, and has to be ultimately in the coaches a total of \$353,339, cominterest of college athletics, though they seem to have been brought to it kicking and screaming."

Added Donna A. Lopiano, director of women's athletics at the University of Texas at Austin: "This study is the first sign that the NCAA is willing to accept a national leadership position in providing equal opportunities for women. It has finally acknowledged the problem and stepped in as a player."

The survey found that by one narrow definition of Title IX- to their representation on teams—one of the most successful wom-the number of participants of each

Female athletes at the 253 Division I colleges that responded to the survey received 30.5 per cent of the athletic-scholarship money distributed at those colleges, and made up 30.9 per cent of the num-accounts for a significant portion of ber of athletes. In Division II, the gap between men and women. women got 31.7 per cent of the

per cent of the scholarship money.

The survey shows major differ-

"Putting these facts in the light is

In everyone's best interest, and has to be ultimately in the interest of college athletics."

scholarship aid and made up 32.2 ences, however, even excluding

per cent of the athletes. "It does appear that there is a

good proportion of financial aid being delegated to men's and women's programs, based on participation levels that show up in this study." said Mr. Schultz. The NCAA's director, however,

pointed out that other numbers did not look so good. Of the \$791,284 that the average Division I college spent on operating expenses for its teams, 77.4 per cent of it went to letic teams and in the overall stumen's teams, and 22.6 per cent to dent enrollment at their colleges. women's. Of the \$167,992 that the Many sports officials have long araverage Division I college spent on gued that their primary obligation college paid its male assistant pared to \$78,131 for its female coaches, or 41/2 times as much.

Football Plays a Major Role

The picture is even more pronounced at some individual colleges, according to data obtained by The Chronicle. Women make up 48 per cent of the student body at Vanderbilt University, for instance. Thirty-eight per cent of its athletes are women; they get just 24 per cent of the athletic-scholarship money and 16 per cent of the whether female athletes receive operating money. At the Universischolarship support in proportion ty of Texas at Austin—which has

Threat of Lawsuit Leads New Hampshire to Reinstate Women's Tennis Program

tling and women's tennis teams last start they wanted to come to Maxson and his aides of waging a subsidy of the sports program by \$309,000. The cut was part of a \$6.3-million budget reduction for the entire institution.

Lawyer Handled Other Cases

Soon after, members of the former tennis team contacted the had just exacerbated the prob-Bryant, a lawyer who had handled sports sex-discrimination cases at Okiahoma, William and Mary, and a budget at least as big as last Temple University. Last month the group approached New Hamp- range plan to insure its athletics team's request for an injunction having a tennis team for men but not for women violated Title IX. to recommend a plan by the sumbars the team from this year's naother aspects of the sports pro-

'We threatened them with a

an agreement," says Mr. Bryant, campaign to destroy the program, executive director of Washington's and had asked the regents to ap-

"They understood there was an the university's behavior. equity problem before they made the cuts, and so they saw that trying to make cuts evenhandedly board was said last week to be con-

the university agreed to reinstate dercut Mr. Maxson's position and the tennis team immediately—with possibly force his replaced to let the institution resolve the sessions they provided for him. year's and to develop a long. Mosley denied the basketball program is in compliance with Title that would have scuttled an accord IX. A university panel is expected between the NCAA and UNLY that

"This will hopefully serve as a The NCAA and UNLY—including gram were discriminatory and model to other schools," Mr. Bry.

Mr. Tarkanian—agreed in Novempyiolated gender-equity provisions ant says. "New Hampshire is not ber 1990 to allow the Runnin' Reonly reinstating the women's team, bels to participate in the 1991 tourequity in the future."

try-just 22.8 per cent of the athletes are women; they receive 27.6

At almost all colleges that play football, that sport, for which there is no comparable sport for women,

football. The average Division I

college, for instance, spends more

than \$167,000 on operating costs

for men's basketball and just

Arguably the study's biggest

contribution to the debate about

Title IX-and its likeliest impact

on future actions regarding the fed-

eral law-is the great discrepancy

it shows between the rates at which

\$60,000 for women's basketball.

colleges have ignored their responsibility to insure that the number of participants in sports is proportional to their representation in the student body. By that measure, the survey suggests that most colleges fall far short: It shows that female students slightly outnumber males

Advocates for women argue that

by nearly 70 percent to 30 percent. They're not asking the basic destion, 'Why are young women not even a third of the athletes?" " said Ms. Vargyas.

at Division I colleges, but that male

athletes outnumber female athletes

In a recent statement about Title IX, the Education Department's civil-rights office clarified its requirement that colleges provide equitable opportunities for women. A memorandum prepared for college officials said: "One measurement for compliance with this requirement is whether the rate of participation for male and female students in the athletics program is substantially proportionate to their respective enrollments as full-time

men and women are found on athundergraduate students." When a college falls short of that mark, the memo said, it must show a "history or continuing practice of recruiting athletes, \$139,152, or under Title IX is to provide an equipment of the under Title IX is to provide an equipment of the under Title IX is to provide an equipment of the under Title IX is to provide an equipment of the under Title IX is to provide an equipment of the under Title IX is to provide an equipment of the under Title IX is to provide an equipment of the under Title IX is to provide an equipment of the under Title IX is to provide an equipment of the under Title IX is to provide an equipment of the under Title IX is to provide an equipment of the under Title IX is to provide an equipment of the under Title IX is to provide an equipment of the under Title IX is to provide an equipment of the under Title IX is to provide an equipment of the under Title IX is to provide an equipment of the under Title IX is to provide an equipment of the under Title IX is to provide an equipment of the under Title IX is to provide an equipment of the under Title IX is to provide an equipment of the under Title IX is to provide an equipment of the under Title IX is to provide an equipment of the under Title IX is to provide an equipment of the under Title IX is to provide an equipment of the under Title IX is to provide an equipment of the under Title IX is to provide an equipment of the under Title IX is to provide an equipment of the under Title IX is to provide an equipment of the under Title IX is to provide an equipment of the under Title IX is to provide an equipment of the under Title IX is to provide an equipment of the under Title IX is to provide an equipment of the under Title IX is to provide an equipment of the under Title IX is to provide an equipment of the under Title IX is to provide an equipment of the under Title IX is to provide an equipment of the under Title IX is to provide an equipment of the under Title IX is to provide an equipment of the under Title IX is to provide an equipment of the under Title IX is to provide an equipment of the under Title IX is to provide an equipment of the und 82.8 per cent, was directed toward uitable amount of scholarship mon-college has fulfilled the interests ey to both sexes in proportion to and abilities of its students.

In the few Title IX cases the have made their way into by courts, judges, too, have ruledty. a college's student ratio is the be standard for its ratio of athlete. If colleges are forced to just,

the huge gaps that the study shoin their participation rates for my and women, legal experts and co ers say, they will have to expan why they have failed to prome club teams to varsity status or ali they have given fewer than the lowable number of scholarships women's sports, which might have attracted more female athletes.

On Special Panel's Agenda

Those and other questions; likely to be on the agenda of the NCAA's special committee, which will include experts from outsides well as inside the group. The pand, he said, will ask whether the NCAA should add rules to promote sexes uity, such as minimum participa tion rates or significant cuts in forball scholarships, or whether it should merely urge each college to tackle the problems on its own.

Advocates for women's sports say the NCAA must confront the problem head-on. If it doesn't, they warn, the courts and the feleral government will do it for them.

Congress is primed for action la the latest of its series of hearings or college sports, the House Subconmittee on Commerce, Consumer Protection, and Competitivenes will examine the issue of genderer uity next month.

ATHLETICS NOTES

■ Judge rejects UNLV team's bid to play in NCAA tournament ■ U.S. appeals court upholds athlete's right to sue Creighton U.

It was another eventful week at the University of Nevada at Las Vegas. A state judge rejected a request that the men's basketball team be reinstated in the National Collegiate Athletic Association basketball tournament, and the university's regents met to discuss the institution's treatment of the

basketball program. UNLV's president, Robert C. Maxson, appeared before the University of Nevada regents to an-Continued From Preceding Page lawsuit, but it was clear from the Jerry Tarkanian, has accused Mr. swer questions about the basket-

> Trial Lawyers for Public Justice. prove an independent inquiry into Some regents said they would from men's and women's sports sidering some sort of independent trators to abolish bar

designed to settle the NCAA's longstanding legal dispute with Mr. Tarkanian.

But this year's players argued that they had had no say in a decision that affected their lives significantly. They sued the NCAA and the university for reinstatement. A lawyer for the NCAA, Peggy

Leen, said the players had no legal grounds for their claim. "In the final analysis," she said, "these are Rebels without a cause of action." While Judge Mosley said he

sympathized with the players and believed an injustice had been done to them, he denied their request. "My first instinct was to rush in

here and right a wrong," he said. "There must, however, be a legal reason for doing what I'm doing." In another development, UNLV's faculty senate did not act on a resolution asking university adminiswas some speculation that the creoute. There two years if the sport can't be read at the second-grade level. After a month of negotiations, ation of an outside panel would under university agreed to reinstate descut Mr. Mayson's position and the creation of the university agreed to reinstate descut Mr. Mayson's position and the creation of the control o problems, and the faculty relented.

> A former basketball player Briefly Noted can sue Creighton University for breach of contract for what

he claims was its failure to educate him, a federal appeals court field intercollegiate athletic teams. Reversing a district-court ruling, spending by \$600,000, Cornell Uni-

However, the court agreed wit the lower court that Mr. Ross could not sue Creighton for "educational maipractice," negligent admission or negligent infliction of emotions distress. "We agree-indeed w emphasize—that courts should not 'take on the job of supervising the relationship between colleges and student-athletes or creating in elfect a new relationship between them,' " the appeals court said quoting the lower court.

Mr. Ross's lawsuit contends that Creighton failed to fulfill its promise to educate him in exchange for playing basketball, denying him to toring and directing bim to a worthless curriculum. Mr. Ross's case drew national attention when he vate elementary school in Chicago.

—DOUGLAS LEDERMAN

 The University of Bridgeport, devastated by financial problems, has announced that it will no longer

As part of a plan to cut athletic but it is taking the lead in insuring new in exchange for staying on the equity in the future."

| The accordance of the door for Kevin Ross—who left creighton in 1982 after playing on fencing and men's and women's fencing and men's fencing and m sidelines this year. The accord was its team for four years—to contin-

The Hoover Institution on War, Revolution, and Peace has igned an agreement with Russian officials to preserve on microfilm the archives of the Communist Party and the Soviet Union. The \$3-million project will be

Pikhoia, chairman of the Russian

research use at the Russian

archives as well as at the Hoover

Institution. An international board

of scholars will join the directors in

archives committee.

undertaken jointly by the conservative think tank, which is based at Stanford University, and the Committee on Archival Affairs of the Russian Federation, which controls the materials. The project will begin next month, says John Raisian, director of the Hoover Institution, who sanounced the plan with Rudolf G.

ley, President Bush's science adviser, the The microfilms will be accessible group said the "national security, economic, and scientific interests" of the United to the Russian people and to scholars from all over the world. Copies of the microfilms will be available for

viet researchers.

selecting material to be filmed. The two partners in the project also plan to publish selected microfilms of greatest interest to scholars. The publication program will be carried out in cooperation with the International Committee of Scholarly Advisers, headed by James H. Billington, the Librarian of Congress. Copies of the published documents will be available to researchers at the Library of Congress and at the Russian National

The Hoover Institution is providing financial support for the project. To further the exchange of scholarly information, the institution also plans to give microfilm copies of its own Russian archival holdings to Russia. Hoover has one of the world's largest collections of material on 20th-century Russia.

The University of Annaba in castern Algeria reopened last week after a five-day shutdown that followed violent protests by students supporting the Islamic However, the University of

Constantine and University Center al Baina were shut down last week for at least 10 days in the face of student protests.

Other universities in the Algiers suburbs had classes disrupted last week by clashes between sovernment security forces and members of the University Movement for the Defense of People's Choice.

Reports from Algeria describe the university campuses as among the last bastions of open resistance to the crackdown on the fundamentalist Islamic Salvation Front by the army-backed

Pro-fundamentalist students at Algeria's universities have been demanding that the government allow the country's first free elections to go forward and that it stop its repression of fundamentalists.

International

U.S. Urged to Act 'Aggressively' to Aid Researchers in Former Soviet Union

American scientists seek quick action to revitalize research and stem 'brain drain'

By KIM A. McDONALD

WASHINGTON

A group of prominent American scientists and engineers last week recommended that the United States act "immediately and aggressively" to revitalize the deteriorating scientific enterprise in the former Soviet Union and stem the "brain drain" of researchers to other countries. In a report presented to D. Allan Brom-

States would be enhanced by providing financial and other assistance to former So-

come quickly. "Time is of the essence," the group said.

The report summarized the results of a closed-door meeting two weeks ago at the National Academy of Sciences of more than 120 scientists and engineers in government, industry, academe, and private foundations. The meeting was co-chaired by Frank Press, president of the science academy: Ashton B. Carter, director of Harvard University's Center for Science and International Affairs; and H. Guyford Stever, commissioner of the Carnegie Commission on Science, Technology and Government. White House officials said Mr. Bromley had asked Mr. Press for the meeting to assist the Administration in de-

veloping a plan to help civilian scientists in the former Soviet Union.

"Many of the best science and technology facilities which are standing idle may soon atrophy," the report said. "The window of opportunity for U.S. commercial interests to draw on former Soviet Union science and technology achievements may close as other countries select the best commercial targets."

'Critical Decisions' on Priorities

"The new former Soviet Union leadership will soon be making critical decisions in areas such as research priorities, intellectual property rights, and education ac-



Huba Brückner, head of Hungary's Fulbright commission: "We are having to change many lings. But our higher education is among the most important things we have to reform."

By PAUL DESRUISSEAUX

most a state secret.

To most academics in Hungary, their country's participation in the Fulbright exchange program was for many years al-

The Ministry of Education and Culture, which was responsible for selecting the Hungarian fellows to send to the United States, placed notices of application deadlines and procedures only in the most obscure government publications. No mention was made of the name Fulbright or of U.S. government involvement. The handful of fellowships available were awarded primarily to members of a well-connected

circle of academics who had standing in the Communist Party or were in good favor with those who did.

The move away from Communism in Hungary resulted in many changes in the Fulbright program there. But one thing that did not change was its relative anonymity. Establishing a bilateral commission to run the program and increasing the number of fellowships did not automatically make the opportunity they represented better known to Hungarian academics. Huba Brückner has a plan to deal with

Two months ago Mr. Brückner became the first executive director of the HungarExchange—the country's Fulbright commission. Authorized under an agreement signed in December 1990 by the governments of the two countries, the commission was the first to be set up in a former Warsaw Pact nation. Czechoslovakia now has such a commission, and one is being formed in Poland.

Received United Nations Fellowship

For Mr. Brückner, there was no question of where to begin. "Our first job is to make scholars in my country aware that this program exists for them, and that Continued on Page A50

Mobotu Stifles Student Dissent With Killings and Terror, U.N. Report Says

By STEVE ASKIN and CAROL E. COLLINS

NEW YORK What does a dictator do to suppress student unrest? One dramatc answer is provided by a new United Nations study of government violence against students in the Central African nation of Zaire, whose 40 million people have been ruled since 1965 by President Mobutu Sese Seko.

The report was made public as President Mobutu intensified his action against a pro-democracy movement, which has attracted support far beyond the campuses.

The study offers a chilling portrayal of President Mobitu's use of force to kill dissenting students, suppress campus political activity. and effectively destroy a 12,000student university. Although focused on a May 1990 military attack on students on the University of Lubumhashi in southeastern Zuire, the study also provides insight into factics that the Mobutu government is now using against dissident intellectuals, humanrights activists, religious leaders, and other government opponents.

Patterns of Repression

Human-rights advocates say the report has implications far beyond Zaire, because it highlights patterns of political repression that pervade campuses in many parts of Africa. They note that Zaire is one of many African nations where student protests have helped to set the stage for broader pro-democracy upheavals in recent years.

The United Nations Commission

EQUATORIA: GUINEA GABON - Total - 1 AFRICA

a May 1990 raid in which security and military forces killed at least 10 students at the University of Lubumbashi and wounded dozens more. The incident effectively destroyed the university, which has never reopened. Soldiers and police "sacked and gutted" the campus a few days after the attack, Mr. Wako reports, destroying dormitories, classrooms, and research facilities—at least in part to eliminate all traces of the killings.

The incident, widely referred to as the "Lubumbashi Massacre,"

Wako, a special investigator, to demic and political life. Protests prepare a report on the situation in against the killings fueled a nation-Zuire. His 101-page study analyzes wide democracy movement that continues to this day.

The killings led to the suspension of foreign aid by Belgium, which ruled Zaire as the Belgian Congo until 1960, and by other countries and international-aid organiza-

The country's other two university campuses, located in Kinshasa and Kisangani, have functioned only sporadically since the Lubumbashi killings, because of student protests and strikes by poorly paid faculty members.

killed. They attributed the violence Wako's obstruction of justice who were trying to put a stop to fighting among Lubumbashi stu-

dents motivated by ethnic strife. Mr. Wako rejects that explanation. He portrays the Lubumbushi violence as the outgrowth of a nationwide pattern in which President Mobutu's "all pervasive" security apparatus monitors and suppresses political activity throughout the higher-education system and most facets of Zairian society. He dismisses government attempts to blame the Luhumbashi violence on local officials. He also charges that the government violated international human-rights standards by using lethal force against the Lubumbashi students, and disregarded those standards by obstructing investigations of the

Unusually Frank Report

A Kenyan lawyer, Mr. Wako was named Attorney General of his country late last year, just as he was completing his investigation of the student killings. His report on Zaire was unusually frank, say ohservers who are familiar with the u.N. commission's work. One such observer expressed surprise that it had been made public.

Officials at Zaire's mission to the United Nations in New York did not respond to a request by The Chronicle for comment on the report. In Geneva, where the U.N. commission is based. Zaire's observer to the group, Kikanke Muon Human Rights appointed Amos was a turning point in Zaire's acatime that only one student had been to an Inter Press Service report. Mr. Kikanke reiterated govern ment claims that blame resided a, local authorities. He denied ly mks. At Lubumbashi, activists gerrely beat several of the gov-

Killings in the 1960's

imment's suspected campus oper-Violence and political representation have a long history at Luber Mr. Wake reports that provinbashi and other Zairian campus ad security commanders treated Independent student organizates these student actions as "a direct have been banned since the Ex chillenge to the security-force ap-1960's, when troops suppress; paratus which underpinned the exanti-Mobutu demonstrations kiles Hence of the President of the Redozens of students and foreby public." After consulting the president's office, they mounted the ducted hundreds into the army, B the early 1970's, Mr. Mobulu'sn! eliberately brutal May 11 retaliaing party, the Movement of Popul on raid, in which security officers lar Revolution, was "pervasing may have been accompanied by cion the campuses, says George illians loyal to Mr. Mobittu. After Nzongola-Ntalaja, a Howard Us. cuting off electricity to the camversity professor of African stude pus, a "mob of men . . . all branwho is a native of Zaire and tage dishing machetes, knives, bayoat Lubumbashi from 1971 to 1971 as and iron bars" attacked the "People were repeatedly interest campus. They carried lists of acgated about what they said in the wists room numbers, but lashed classes," he recalled last week out with indiscriminate violence. When targeted students could not

In the late 1980's, a Chronick reporter who visited Lubumbar found many faculty members alhad been arrested and tortured to their political beliefs and would be student activists who had beend fectively silenced by assault or and debris—pillaged and burned timidation. By 1990, according to Mr. Wako's report, the Mobia government maintained a "dens security system which suppressed all expressions of dissident though and action" on the campus. Some faculty members willingly send as government spies, says then

into doing so. In April 1990, President Mobin delivered a speech pledging & mocratization, which touched offa wave of excitement on Zairia

port, while others were come

enediately ousled the pro-Mo-U.S. Urged to Aid Researchers in Former Soviet Union student government. The numbers reversed himself on May 1 provoking nationwide student

Continued From Page A47

creditation and related policies; and there are one-time opportunities to influence these decisions. The U.S. can play a leadership role among Western countries in revitalizing former Soviet Union science and technology if we act

Concerns about the plight of nuclear-weapons scientists in the former Soviet Union prompted the Administration last month to provide \$25-million to establish an international science and technology center in Moscow to employ those

Concern Over Civilians

That contribution, which would come from a \$400-million fund approved by Congress last year to assist in dismantling the Soviet nuclear arsenal, was intended to prevent nuclear-weapons researchers from selling their expertise to other countries. Many U.S. scientists have expressed concern that the Administration not ignore civilian scientists in the former Soviet Union who had engaged in fruitful collaborations with American scientists, but are now unable to maintain their research efforts because of the lack of hard currency to buy chemicals and equipment.

American scientists recommended that an additional \$25-million or more be made available by the United States this year for cooperative research with civilian scien-

amount be provided over the next six months to supplement existing federal grants to American researchers that would "expand or initiate collaborative activities with former Soviet scientists" in projects of direct interest to the United

It also recommended the establishment of a special fund of \$50million to \$100-million "to help replenish and refurbish equipment, journals, and books used in former Soviet Union laboratories of special importance."

The group said U.S. officials should also "promptly modify the apparent restrictive policy" of the federal government limiting the acquisition by U.S. companies of advanced technologies and technical expertise from the former Soviet

Not 'a Welfare System'

The scientists emphasized in their report that they were not calling on the United States to provide "a welfare system to scientists" in actor. the former Soviet Union, but were advocating the expansion of "mutually advantageous binational collaboration with well-known scien-To deal with those concerns, the tists and high-quality research groups based on evaluations by American scientists."

"Programs supported by the United States should be based on mutual benefit and should not sim-

tists in the former Soviet Union. ply be responses to the economic The group also suggested that \$5- plight of former Soviet Union spemillion to \$10-million of that cialists and institutions," the re-

The report came one week after the U.S. Department of Energy announced that it would provide \$90,000 to the Kurchatov Institute

"The U.S. can play

a leadership role among Western countries in

revitalizing former Soviet science and technology if

we act quickly."

of Atomic Energy in Moscow to pay for the services of 116 Russian fusion scientists.

The Russian scientists, who will General Atomics, a company in scientists. San Diego, will conduct research on a fusion machine known as the has reached an all-time low," he tokamak, a Russian acronym for a toroidal, or doughnut-shaped, re-

the Energy Department, said the mos. Sandia, Oak Ridge, and our funds would come from an existing other national laboratories facing research contract that his agency possible layoffs think of this prachad awarded to General Atomics. He said General Atomics had had a long collaboration with researchers at the Kurchatov Institute, but that declining Russian support for the They may be fired and replaced by institute's research programs had

threatened to cut it off, Mr. Keif sought help from General Atomics. which last month gained approval from the Energy Department and State Department to award the subcontract.

Although scientists in the United States are conducting research on similar fusion-research reactors. Mr. Keif said the funds would purchase millions of dollars' worth of research in an area in which the Russians are considered world

'Our Best and Brightest'

"It's a heek of a lot of talent for not much money," he said.

Some lawmakers expressed concern over the use of taxpayer dollars to support Russian scientists when so many American researchers remain unemployed.

Last week Rep. Bill Richardson a New Mexico Democrat, criticized both the award to the Kurchatov Institute and the \$25-milwork under a subcontract from lion awarded to Russian nuclear

"The export of American jobs said. "We are now displacing our best and brightest American scientists. What do the hundreds of Philip D. Keif, a spokesman for American scientists at Los Alatice? They have been toiling against the Soviet bear for years. Because of these scientists we won the cold war. What is their reward?

Students in Belgrade Take to the Streets to Oust the Head of the Serbian Government

By DUSKO DODER

BELORADE University students started a Tiananmen Square-style protest here last week against one of the last Communist regimes in Eastern Europe. They were demanding the resignation of Serbian President Slobodan Milosevic, the end to government control of the news media, and legislation to guarantee the university's auton-

Demands endorsed at a mass rally also called on the authorities to publish the names of students who died in the unpopular war against Croatia. The students call those deaths "a delayed Tiananmen," and said they held Mr. Milosevic personally responsible.

The students also want the removal of Belgrade University student union leaders, whom they call government stooges.

200 Camp Out

The activists appear to be modeling their protests on those pursued by Chinese students in 1989. For several successive nights, a hard core of about 200 student over loudspeakers. They said the protest began, tens of thouperatures in central Belgrade's Terazije Square. Thousands of



Students run through Belgrade's streets to demonstrate against the government of Serbian President Slobodan Milosevic and voice their opposition to the war with Croatia.

mained blocked to traffic as the the government in Yugoslavia's and many people can now afford students broadcast their demands largest republic. One day before little more than bread and milk.

Diplomats said that if the proother students joined the protests test continued for a week or nomic disaster and the war. more, student radicals might har-

they would remain in the square sands of people attended an op-

position raily at which speakers rank-and-file workers to join blamed the government for eco-The center of Belgrade re- ness growing discontent against bia, food is extremely expensive, tioned nearby. The government- if workers joined the protest.

controlled press and television. meanwhile, imposed a virtual news blackout. In an open letter, the students

said that since the bloody sup dispute—at a pro-democracy dempression of similar demonstraonstration. tions a year ago, they had wilnessed "horror, misery, hunger, death." They proclaimed the Terazije Square a "spiritual autonomous region" and appealed in the name of their dead colleagues and those who fled the country to escape the draft that the effort would lead to "a different Serbia, economically more prosperous, politically democratc and spiritually more tolerant."

Position Is Eroding

ously eroding, Mr. Milosevic could not afford to send police or the army against the protesters to crush the demonstration as he did last year, causing the deaths of two people. Yet if he did not crush the demonstration, it might snowball into an unstoppable movement against him. His only

hope was that it would fizzle out. Organizers are worried that student letheray could kill the movement. Opposition political parties are supporting the students, but diplomats here said the students' goals would be met only

small number of selected victims with the primary aim of terrorizing The United Nations Commission m Human Rights officially rectived the report in Geneva on february 17, one day after President Mobutu's troops killed 17 to @ people—the number remains in

The commission took no formal action on the report. Just the same, by "effectively describing the seconity apparatus and the way it carries out repression and death," the teport set a standard to be emulated in investigations of other intances of campus repression in Zaire and elsewhere in Africa, says Peter Rosenblum, a co-author of a 1990 study by the Lawyers Committee for Human Rights on "remession as policy" in Zaire.

befound, the attackers killed, beat.

or set afire occupants of neighbor-

ingrooms. They deliberately "pro-

duced general mayhem," Mr. Wa-

ke says, leaving "a very evident

wildings, wounded and bleeding

A second raid was conducted

just hours later, Mr. Wako says.

Military and intelligence agents us-

saulted the campus, killed more

students, and removed the corpses

by plane. According to Mr. Wako,

this followed a pattern of a Zair-

in state-security apparatus whose

widssident operations are "sur-

gical in both purpose and execu-

tion." Such raids typically "kill a

those left behind."

indents, and dead bodies."

'Surgical' Operations

Though Zaire is an extreme case, ^{pus} human-rights violations are "very common" in much of Afnca, says Rakiya Omaar, the exec-Wive director of Africa Watch and ditor of an April 1991 report on Academic Freedom and Human Rights Abuses" in 13 African na-

Ms. Omaar cites the case of Nieria, where security policy agents pretending to be students were deployed on campuses in large numbers following a 1986 wave of prolesis against economic austerity. in the Ivory Coast, she adds, recent protests against the presence of police spies on the campuses have provoked brutal government

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NEW BOOKS FOR RESEARCHERS...

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KNOWLEDGE FOR POLICY:

Edited by Don S. Anderson, Australian National University,

and Bruce J. Biddle, University of Missouri

"...evidence abounds that social research has substantial impact."

Some educational researchers say that research in education is

useful and practical, others say that it is not. They say that one should

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improving Education intousing

decides whether education research is useful or not.

THE CLASSROOM ARSENAL Military Research, Information Technology and Public Education Douglas D. Noble, University of Rochester, New York

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Fulbright Official in Hungary Pledges 'Free and Open' Competition for Awards

Continued From Page A47 these fellowships are awarded on the basis of a free and open compe- would not be able to handle it." tition," he says. "Free and open."

with open competition. Asked how he ended up in his present job, he replies: "There was an advertisement in the paper." He adds that a United Nations-sponsored fellowship that brought him to the United States 18 years ago made a great difference in his career. "It has been a fantastic influence through my whole life," he says. "So when I saw this advertisement, I said: This is the time when somehow I can pay back for my own very good experience in the States, and help

Mr. Brückner was in the United States this month for meetings at the U.S. Information Agency, which administers the Fulbright program, and with scholarly groups and grant-making organizations with an interest in Hungary.

The exchange program with Hungary, which began in 1977, has grown sharply. In 1985 only six in computer education and comscholars were going in each direction. This year 41 Americans and 28 Hungarians are in the program for senior scholars, plus six graduate students and eight high-school teachers from each country. It is the largest Fulbright program in Central Europe after Germany. In Eastern Europe more Americans are involved in the exchanges than foreign nationals because Congress has provided additional funds for programs to help build democratic institutions in the region.

\$1.3-Million From the U.S.

Financial backing for the program is split between the two governments. The U.S. contribution will be \$1.3-million next year.

All of the Fulbright programs in Europe are administered by exchange commissions like Mr. Brückner's. His agency, based in Budapest, has six American and six Hungarian commissioners, as well as a staff of six. The operation, which officially opened its doors on January 28, is the first new Fulright commission formed in Europe in decades.

'Our foreign service at usia can only get so large, and the Hungarian program, we hoped, would be

sprayed tear gas at South African

about 800 in the campus cafeteria.

esscorted to safety by security offi-

cers. However, South Africa's

Minister of Justice, Kobie Coet-

zee, was taken to a hospital with

cracked ribs after panicked stu-

dents crushed him against a steel

door as they tried to flee the scene.

ine university's student council,

said: "We are disappointed that

four or five far-right activists have

Coenraad Jonker, president of

Mr. de Klerk was unharmed and

versity of the Orange Free State opposed to this type of thi

growing at such a pace that after a while our cultural-affairs officer says William A. James, an academ-Mr. Brückner has experience ic-exchange specialist at the usia. "A commission was a way to responsibly enlarge the program and

give it the oversight it needs. "The key difference for Hungarians right now is that Huba is in charge of an organization that has the trust of the academic community," adds Mr. James. "In the past there was a lot of cronyism and nepotism. This is a real reform of the academic-exchange system."

Computer-Education Leader

Mr. Brückner plans to make the program widely known in Hungary. Among his ideas is to offer seminars to help those interested in applying learn how best to present themselves on paper. "It will help their professional development," he says. "And it will show them in another way that this is really an

Mr. Brückner has been a leader puter-assisted teaching and learning in Hungary and has published 10 books in those fields. He says young people in his country have tion, and because only one in every are equally important."

William A. James of the USIA: "A commission was a way to responsibly

vote in this week's whites-only ref- and "Yes." At the end of the meet-

government should continue its ef-

ty, Belco Boonstra, strongly con- at students and the president.

The acting rector of the universi-

institution would conduct a full in-

vestigation. He said the university Klerk in behalf of the university.

for being conservative, and this oc-

enlarge the program and give it the oversight it needs."

Right-Wing Students Spray Tear Gas at South African Leader

Right-wing students at the Unispect democracy and are totally students began shouting "traitor"

forts to dismantle apartheid.

demned the incident and said the

currence has really set us back."

Mr. de Klerk visited the campus President F. W. de Klerk last week during his campaign to win a Yes other students shouting "F.W."

10 high-school graduates wins a place at a university, the competi-

have for higher education. The low salaries paid to professors, he says, are becoming "a national problem." He hopes the Fulbright program and other new opportunities will help raise morale among the professoriate.

As for the American Fulbright fellows in Hungary, Mr. Brückner plans to hold monthly meetings at which they can compare their experiences. He says the American fellows are being pressed into advisory roles in both informal and official ways as Hungarians go about trying to reshape and improve their education system.

'In Hungary," he says, "we are having to change many thingsgovernment, politics, society, the economy. But our higher education is also among the most important things we have to reform. Previously we were forced to used the Russian model, and before that we used the German model. Now we would like to turn to a British or American way of higher education.

'Many American Fulbright people are helping in this," he continues. "They are very involved in things like curriculum development. This is the kind of mutual cooperation that we are seeking great enthusiasm for higher educa-through this program. Both sides

and "No" at the president as he

spoke. They were countered by

group, moved to the front of the

Mr. Jonker, the student leader,

away by Hungary's rapidly expanding private sector. Many of the professors who remain at the university hold second and even third jobs to provide for their families.

igher education here.

quality of education," says Gyorgi

Mundruczo, chairman of the statis-

tics department at Budapest Uni-

versity of Economic Sciences.

are so low that the talented people

go away from the university."

"The basic problem is that salaries

Academics are among the casu-

alties of Hungary's transformation

to a market economy. Professors

here have long been underpaid-

the Communist system favored bus

drivers and industrial workers over

doctors and intellectuals. Now, af-

ter several years in which real

wages for professors have de-

clined, many are finding it difficult

In Mr. Mundruczo's depart-

ment, an assistant professor makes

around \$165. Insurance companies

have offered some of these profes-

sors salaries of 80,000 forint, or

about \$1,100 a month. "We can't

keep our best colleagues," Mr.

Mundruczo laments. A quarter of

his staff have left the university so

far this year—all of them lured

about 12,000 forint a month-

to make ends meet.

"Teaching and research are not priorities," Mr. Mundruczo says. "There isn't time." With the earning power of faculty salaries expected to fall 20 per cent next year because of inflation, the problem is expected only to get worse.

No Outside Income

Hungarian universities receive their operating funds from the state on a yearly basis. With no endowment income, tuition, fees, or alumni contributions to help out, the universities usually use up their operating money from the Ministry of Culture before the fiscal year ends. While the institutions once were able to apply to the state for more money if they went over budget, that is no longer the case.

The economics university receives a favorable budget because showed this campus in such poor fy the students involved. Eyewit-CAPE TOWN light. The majority of students reof Hungary's desperate need for ing circulated about a year ago and newly trained economists. Still, it resulted in a backlash against re is unclear how the institution is going to make up this year's projected

10-per-cent budget deficit. The situation is no better at other universities. Joszef Galantai, a hiserendum in which South Africans ing, a group of students later identiwere to determine whether the field as members of the Actional ty, has watched his department's planned seven years ago by the old ty, has watched his department's planned seven years ago by the old ty, has watched his department's planned seven years ago by the old ty, has watched his department's planned seven years ago by the old ty, has watched his department's planned seven years ago by the old ty, has watched his department's planned seven years ago by the old ty, has watched his department in prestigious library deteriorate. rectors," says Mr. Agh. "They "Here is a great library, but we don't have the money to buy the of government." books to keep it current," he says.

Fund raising has fallen on the shoulders of the faculty members already "probably had a reputation He said the president had told him ics university, says he and his col-The police were trying to identitive, and he wouldn't be uistant police were trying to identitive, and he wouldn't be uistant police were trying to identitive, and he wouldn't be uistant police were trying to identitive, and he wouldn't be uistant police were trying to identitive, and he wouldn't be uistant police were trying to identitive, and he wouldn't be uistant police were trying to identitive, and he wouldn't be uistant police. It is not police were trying to identitive, and he wouldn't be uistant police were trying to identitive, and he wouldn't be uistant police were trying to identitive, and he wouldn't be uistant police were trying to identitive, and he wouldn't be uistant police were trying to identitive, and he wouldn't be uistant police were trying to identitive, and he wouldn't be uistant police were trying to identitive, and he wouldn't be uistant police were trying to identitive, and he wouldn't be uistant police were trying to identitive and he wouldn't be uistant police were trying to identitive and he wouldn't be uistant police were trying to identitive and he wouldn't be uistant police were trying to identitive.

Financial Woes, Exodus of Professors tion is very keen. Concern is growing, however. Hobble Reform at Hungary's Colleges the institution's annual political yearbook or Hungarian editions (By COLIN WOODARD RUDAPEST

Hungarian universities are en-American political-science ten countering enormous financial dif-It's a difficult task, the professor ficulties that are frustrating atsay. Sources of funds are limited. tempts to reform and westernize a handful of Hungarian-America foundations, Western cultural m "It's easy to change the strucsions, and the country's mace ture, but it's hard to change the

corporate sector. Influences and contacts & very important because every conpornte leader is surrounded by ot.

"Most of the changes at this university were planned by the old

rectors. They weren't in response to the change

of government." er people asking for funding,"s

Mr. Agh. "When you go to a bank president you have to already know him. You have to be able to say, 'I know you. I'm your friend, so give it to me.' It's very unlike that you will get funding if you name is not known."

'A Childish Idea'

That sort of small-scale fun raising cannot solve the larger problem of faculty salaries. Some professors say the only

way to increase the pay for professors is to clean house and remove faculty members who were "compromised" by their association with the previous, Communistr gime. That would make way for better teachers to receive the bes positions, and for hiring a newger eration of assistant and adjum professors.

But such an approach has loss critics here. "They wanted to dismiss everybody," says Mr. Ap "I think it's a childish idea."

Peter Galasi, a professor at the economics university, says that it Hungary, "it's hard to separate the compromised from the uncompro mised people." When Communis here had its last days in 1989, h says, there were no political pris oners, "only a small democratic movement-the Magyar Demo cratic Forum-and most of its members had been party members at one time. It's hard to draw clear

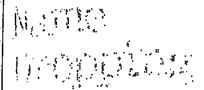
Rumors of a faculty house clean versity leadership have been mr nor. While the University of Economic Sciences has a new rector, weren't in response to the change

Istvan Rév. a professor at the economics university, says fer significant changes have come out themselves. Atilla Agh, a professor of free elections here. "You have absolute freedom to do what you want to do at the university." he positive, and he wouldn't be disturbed by this single incident."

turbed by this single incident."

turbed by this single incident."

turbed by this single incident." ti mandi mandigan (2000 met in 1900 met 2000) di mendengan di Sebagai dan pengan berandi dan dan penganan dan d



PORMER Soviet President Mikhail Gorbachev, who will visit the U.S. in early May, will speak at Emory University's commencement on May 11. While at Emory, he will also meet with **Jimmy Carter**, who had once invited him to be a visiting professor there. The Carter Center is located at Emory.

Mr. Gorbachev is also scheduled to speak at Harvard and Stanford Universities and at Westminster College in Missouri, where Winston Churchill delivered his "Iron Curtain" speech in 1946.

Harvard University has not had a provost since Paul H. Buck left the post in 1953. Now Neil L. Rudenstine, the university's president, has named Jerry R. Green, professor of political economy and a member of the faculty since 1970, to the newly reactivated post. Mr. Rudenstine said Mr. Green would be Harvard's principal universitywide planning officer and "work with different kinds of individuals, in order to play a coordinating role across schools and departments."

Also at Harvard, meetings continue on whether to allow Derrick Bell to continue into a third year his unpaid leave of absence as professor of law (In Brief, March 11). University policy limits such leaves to two years. Officials said Henry Kissinger had been refused an extension when he served as Secretary of State.

In keeping with a legal settlement with several newspapers in the state, the University of Wisconsin last week released the names of the 145 candidates for the presidency of its system. The list did not say whether the candidates had been nominated (perhaps without their knowledge) or had applied for the post.

Reaction came quickly. Within hours, Charles B. Knapp, president of the University of Georgia; D. Bruce Johnstone, chancellor of the State University of New York; Paul B. Marion, chancellor of the State College System of West Virginia; Richard E. Peck, president of the University of New Mexico; Donna E. Shaiala, chancellor of the university's Madison campus; Betty L. Siegel, president of Kennesaw State College; and H. Patrick Swygert, president of the State University of New York at Albany, all withdrew their names from consideration.

Noting that 145 was a much smaller number of potential candidates thun in past searches, Edward Penson, chairman of the search committee, said he thought the promise of disclosure had dissuaded some people.

Dave Zwelfel, head of the Wisconsin Freedom of Information Council and editor of The Capital Times in Madison, disagreed, saying that the low salary offered-\$133,532 and benefits—explained the smaller number.

To announce his withdrawal from the campaign for the Democratic Presidential nomination, Iowa Sen. Tom Harkin chose the campus of Gallaudet University. where he spoke in sign language to the largely deaf student body. Mr. Harkin's brother **Frank** is deaf.

This year's choice for Jefferson Lecturer in the Humanities met with almost universal approval. Bernard M. W. Knox, who retired in 1985 after 24 years as the founding director of the Center for Hellenic Studies at Harvard University after having served as a professor of classics at Yale University, will deliver the lecture on May 6, in Washington.

Gazette

APPOINTMENTS, RESIGNATIONS, DEATHS, AND COMING EVENTS





Nancy Cable Wells Davidson College

Hispanic Association of Colleges and Universities

- New college and university chief executives: Cabrini College, Antoinette ladarola; Geneva College, Joseph H. White; Johnson State College, Robert Hahn; Paul D. Camp Community College, Jerome J. Friga; Riverside Community College, Salvatore Rotella; University of Nebraska Medical Center, Carol A. Kemp Aschenbrener; Weston School of Theology, the Rev. Robert A. Wild.
- Other new chief executives: Association of Catholic Colleges and Universities, Benito M. Lopez, Jr.; Hispanic Association of Colleges and Universities, Laudelina Martinez.

Appointments, Resignations

Naji N. Abumrad, professor of surgery ut Vanderbilt U., to professor and chairman of surgery at State U. of New York at Stony Brook.

The Rev. Joseph A. Arroyo, assistant dean of

the college of business and at Saint Joseph's U. (Pa.), to associate Carol A. Kemp Aschenbrener, executive associate dean of the college of medicine at U. of lows, to chancellor of the medical

conter and vice-president of U. of Ne-brasks. Praska.

Ruth G. Ash, superintendent of Tarrant (Ala.) Schools, to dean of the school of education at Samford U.

Ron Benanati, consultant in Brooklyn.

N.Y., to director of media relations at Vaccar College.

Vassar College.

Sherie S. Bergman, college librarian at Wheaton College (Mass.), to librarian at Bowdoin College, effective in August.

David Blinder, director of corporate and Rundation relations at Princeton U., to Rundation of development.

Otto Butz, president of Golden Gute U., hus

oulse Cantwell, luwyer in San Antonio, to vice-president for institutional advance-ment and general counsel at Our Ludy of the Lack U. Cornell U., to vice-president for develop ment and college relations at State U. of

ment and conege relations at State U. Of New York College at Fredoniu.

Emile H. Dieth, Jr., counselor at bicentennini fund of the Presbyterian Church (U.S.A.), to vice-president for development at Pittsburgh Theological Seminary.

Petilolo Diffishbur Instructional Jevelope. Patricia DiRubbo, instructional developer and academic coordinator at Community College of Vermont, to professor of un Jergraduate studies at Union institute at

lack Ells, chairman of history at U. of Delnware, to dean of the college of libera, arts at U. of Alabama at Huntsville. Robert Feldman, former vice-president for development at Boston U., to vice-presi

development as boston of the development and alumni relu-tions at Hahnemann U.

Charles B. Fitzgerald, director of external affairs in the students school of business administration at Columbia. To associate vice-president for development at U. of

tathrone Frantischy, director of special events at Loyola U. Chicago, to executive director of the capital campaign.

Jerome J. Friga, dean of instruction and stu-

dent services at Ruppahannuck Commu-nity College, to president of Paul D. Camp Community College.

Josefina Gonzalez, former director of edu-cational and preventive services at Fam-ily Counseling Services of Greater Mi-ami, to professor of connecting at Union

Institute at Miami.

G. Anthony Gorry, vice-president for infuse-mation technology and professor of medi-cal informatics at Baylor College of Medi-cine, to vice-president for research and

information technology at Rice U.

Bruce S. Graham, associate professor of removable proathodontics and associate dem of neudomic affairs at Dalhousie U., to dean of the dental school at U. of Detroit Mercy.

Charlene G. Grass, former associate dean for collection and technical services to the libraries at Kunsas State U., to assistant the libraries at Kunsas for automation

ant university librarian for automation and technical services at Oregon State U. Continued on Page A53



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mard From Page A51

in R Green, professor of political econoical Harvard U., to provost, effective

Jy I. Daylontag, associate deun and partisph 0. Guttentag, associate deun and breder of recruitment planning at U. of Pennylvania, to director of undergraduse admissions at Duke U., effective July audelina Martinez, member of the staff of

t then Hahn, interim president of Johnson State College, to president.
State College, to president.
Raymord P. Hartor, special assistant to the executive vice-president of U. of Tennesseal Knoxville, to vice-chancellor for tuniess affairs at Louisiana State U. at leges and Universities.

Funct.

Sana Herzog, dean of campus services at
Languiew Community College, to dean of
particion at Penn Valley Community

College.
Span Holla, former assistant professor at
Scripps College. to professor of adult education at Union Institute at Los Ange-

kt Suit W. Hoskins, assistant director of de-clopment at Wright State U., to director of senual programs in the office of devel-

opment.

Articlostic ladarolas, provost and death of faculty at Colby-Sawyer College, to president of Cabrini College, effective in July.

Marin G. Jonaen, director of the university advising center at West Virginia U., to dean of students at Antioch College.

Michael Kahn, artistic director at Shake-speare Theatre (Washington), also to chairman of drama at Juilliard School.

Sall Karn, former program associate and deputy director of the Aging Society Policy Studies Center at U. of Michigan, to professor of gerontology at Union Insti-

professor of aerontology at Union Insti-

tute at Miami.

6. Resald Kimberling, vice-president for sudent finance at Phillips Colleges (Miss.), to senior vice-president for stu-Assis, to senior vice-president of and deal finance and public affuirs. Confa R. Minghado, former registrar at Westmar College, to registrar at Franklin College (Ind.).

College (Ind.).

(Intelan Kreuter, president of Rockford College, has resigned.

Intelant Kreuzer, former associate director of development at Stanford U., to director of development for the college of engineering at U. of California at Davis. Frances Locas-Tauchar, vice-president for student affairs at Buldwin-Wallace Colkee, to vice-president and dean for cum-

rge, to vice-president and dean for cum-pus life at Emory U.

Donald B. Mank, acting vice-president for anxiliary services at U. of Southern Cali-fornia, to associate vice-president.

Anni. Molaurin, acting dean of the college of liberal arts at Louisium State U. nt

Shreveport, to dean.

Ron E. Orman, associate dean of residence life at Marquette U., to dean.

Pagy Page, former member of the staff at
U. of Utah Press, to director of U. of
libbo Page.

Idaho Press.

Mark Q. Paylovich, former dean of institu-ional advancement at Mount Aloysius Jusior College, to vice-president for insti-

Moint St. Joseph.

When P. Pitta, assistant vice-president for erollment management and director of admissions at Park College, to director of admissions at Management and street of admissions at Management.

university admissions at Aurora U.

Qlanda D. Price, dean of the school of allied health professions at U. of Connecticut, to provost and professor of education at Sentence Callege. Spelman College.

ly College.

Peter G. Rowe, professor of architecture and design and chairman of urban plunting and design at Harvard U., to dean of the architecture.

se graduate school of design, effective Staphen A. Scott-Martin, arts coordinator at State U. of New York College at Buffalo

State U. of New York College at Buffalu. to assistant vice-president for institutional advancement and executive director of abunti affaits.

Philip E. Stebbins, associate professor of history at Pennsylvania State U.. to assistant dean for undergraduate studies in the college of liberal arts.

May Brannan Stich, lawyer in San Antonio, to associate dean of exercice provisions.

alumni relations in the school of law at St. Mary's U. (Tex.).

hank homes, affirmative-action-compli-lace officer at lows Department of Hu-man Services, to special assistant to the president at Grinnell College. Hancy Cable Walls, vice-president for stu-dean of admission and financial sid at Da-vidson College, effective July 6. John H. Whits, associate vice-president for religious services at Contract College, to

religious services at Geneva College, to

Presuent.

The Rev. Robert A. Wild, former Provincial Superior of the Chicago Province of the Society of Jesue, to president of Weston School of Theology, effective August 1.

IN THE ASSOCIATIONS

Charile Bender, director of Ohio Supercom-Pater Center, has been re-elected presi-deat of Coalition of Academic Supercom-

Adole Fastak, professor and dean of the fac-ulty of library and information science at U. of Toronto, has assumed the presiden-cy of Association for Library and Infor-

ey of Association for Library min infor-mation Science.

Bonito M. Lopez, Jr., senior vice-president of long College, to executive director of Association of Catholic Colleges and

the Office of Higher Education at New York State Education Department, to president of Hispanic Association of Col-

Carol Philpot, associate director of clinical training and associate professor of psy-chology at Florida Institute of Technol-ogy, has been elected president of the family-psychology division of America Psychological Association.

MISCELLANY

Earland I. Corlson, executive director of McCune Foundation and former presi-dent of Westminster College (Pa.), has

ohn Phillips, former president of National Association of Independent Colleges and Universities, to senior vice-president o Korn/Ferry International (Washington) Chatt G. Wright, president of Huwaii Pacific U., to president of Queen's Health Sys-tems (Honolulu).

Deaths

Johart H. Raugenfaind, 66, professor of educational psychology, counseling, and special education at Northern Illinois U., February 22 in Rockford, Ill. Loren T. Caldwell, 89, former professor of

geology at Northern Illinois U., Februar 19 in Sun Diego.

19 in Sun Diego. Graceann Ehlke, 49, former assistant pro-fessor of musing at George Mason U., March I in Burke, Va. Kathryn Bollveau Fauer, 65, professor of

Russian literature at U. of Virginia. March I in Charlottesville, Va. Thomas P. Fleming, Jr., 83, former chief of medical science libraries and professor of library science at Columbia U., March 2 in Leonia, N.J.

in Leonia, N.J.

Brlan C. Gillospie, 61, professor emeritus
of humanities at State U. of New York
College of Technology at Alfred, February 16 in Hornell, N.Y. Hiroshi Haga, 43, president of Maruzen Hawthorne College, March 4 in Harwich

Port, Muss. Joroma Hall, 91, professor emeritus of law at Hastings College of the Law of U. of California, March 1 in Sun Francisco. Roger M. Hernfott, 83, former professor of blankantistra at Labor. Unation 11

Roger M. Herrlott, 83, former professor of blochemistry at Johns Hopkins U., March 2 in Baltimore.
Frederick E. Hom, 79, former adjunct professor of necounting at Columbia U., Irchiunty 28 in Ridgewood, N.J.
Albert S. Keston, 80, professor emerius of modicine at Mount Sinni School of Medicine and former professor of medicine at New York U., February 26 in New York Otto Kilneberg, 92, former chairman of sucuri psychology at Columbia U., March 6 in Bethesda, Md.
Paul H. LaComte, 52, vice-president for university relations at Boston College, March 2 in Chestaut Hill, Mass.
John L. Llevany, 80, former professor of English literature at Duke U., March 3 in Bethesda, Md.
Edward S. Mason, 93, former professor of economics and former dean of the graduate school of public administration at Harvard U., February 29 in Santa Barbara, Cal.

Harvard U., February 29 in Santa Bares
ra. Cal.

Dave Rinker, 53. director of the facilitiesmanagement division and chief university
architect at U. of South Carolina, March
1 in Columbia, S.C.

Robert W. Rogers, 77, dean emeritus of the
college of liberal arts and professor emeritus of Pinglish at U. of Illinois at UrbanaChampaign, February 24 in Urbana, Ill.

Champaign. February 24 in Urbana. III.
Heretd I. Shaptro, 60, professor of English
at U. of North Carolina at Chapel Hill,
February 22 in Chapel Hill, N.C.

Marchall Sklare, 70. professor emei contemporary Jewish studies and sociology at Brandeis U., March I in Newton.

Coming Events

A symbol (=) marks items that have not appeared in previous issues of The Chronicle.

MARCH

28: Arctic. "Assembly on the Arctic." National Academy of Sciences and other sponsors. Washington. Contact: (202) 334-2138.

26: Philosophy. Symposium on hedonism. Rochester Institute of Technology, Rochester, N.Y. Contact: David B. Suits, Col-

lege of Liberal Arts, Rochester Institute of Technology, Rochester, N.Y. 14623-

25: Student-success courses. ()nc.-day seminar on student-success courses. Col-lege Survival Inc., Dallas, Contact; est. 2650 Jackson Boulevard, Rapid City, S.D. 57702-3474; (800) 528-8323, fax (605)

343-7553.
26-27: Computers, "National Net '92: Advancing the Leading Edge," national conference, EDUCOM, Loews L'Enfant Plaza Hotel, Washington, Contact: Flucom, (202) 872-4200, BIJNET: NLT-92/mph.ic.om.

26.27: Drug abuse. "Alcohol Policy and Community Action: Agendus for To-day." national conference, National Association for Public Health Policy, Sheraton Wushington Hotel, Washington, Conlact: Jo Lynn Reda, National Association of State Alcohol and Drug Abuse Directors, Suite 642 444 North Capital Street ors, Suite 642, 444 North Capitol Street, N.W., Washington 20001; (202) 783-6868, 26-27; Ethics and business. "The Ethics of Business in a Global Economy," confer-

Business in a Global Economy," conference, Council for Ethics in Economics, Columbus, Ohio. Contact: Paul M. Minus, CEE. 125 East Broad Street, Columbus, Ohio 43215.

28-27: Fund raising, "Workshop for Newcomers in Development," Council for Advancement and Support of Education, Forum Hotel, Chicago. Contact: CAST., Suite 400, 11 Dupont Circle, Washington 20036; (2021 328-5900).

25-28: Philosophy. Pacific-division meeting, American Philosophical Association, Seattle, Contact: Anita Silvers, Philosophy Department, San Francisco State University, San Francisco 94132.

25-29: Arts. Annual conference, International Association on the Fantastic in the

20-29: Arcs. Annual conterence, interna-tional Association on the Fantastic in the Arts. Fort Lauderdale. Fla. Contuct: Donald Palumbo. English Department, Shippensburg University, Shippensburg, Pa. 17257; (717) 532-1495 or (717) 264-

6678. **26: Disabilities.** "The Americans With Disabilities Act: Disabled People in the Workplace and the Supervisor's Role." conference, Tri-University Consortium on Disability Policy, Suffolk University, Boston, Contact: David Pfeiffer, Department of Public Management, Suffolk University, Boston 02108-2770; (617) 573-8316.

8316.

28-27: Business and education. "New Strategies in Educational Improvement and Workforce Preparation," annual conference, National Association for Industry-Education Cooperation, Sheraton Inn. Ruffals, N. V. Conjust. Marie, 235. inn, Buffelo, N.Y. Contact: NALL. 235 Hendricks Boulevard, Buffalo, N.Y. 14226; (716) 834-7047.

28-27: Higher education, "Cases, Class-room Research, and Conversations From the Teuching/Learning Community." the Teuching/Learning Community.

annual colloquium on undergraduate
tenching and learning, Massachusetts
Bay Community College, Wellcaley
Hills, Mass. Contact: Elizabeth Fideler,
Muvanchusetts Bay Community College,
50 Oakland Street, Wellesley Hills, Mass.
02181: (617) 237-1100, ext. 146, fax (617)

02181; (617) 237-1100, ext. 146, fax (617) 239-1047.
28-27: Institutional research. "Skills for the Future: Professional Development for Institutional Research," forum. Indiana Association for Institutional Research. Nashville, Ind. Contact: Kent Grumbles. Butler University. Indianapolis 46208: (317) 283-9526.
28-27: Ubraries. "Funding and the Future of the Academic Library." spring conference, New England Chapter of Association of College and Research Libraries, University of New Hampshire, Durham, N.H. Contact: Mickey Moskowitz, Director. Emerson College Library, 150

University of New Trampsante, Dunkutt, N.H. Contact: Mickey Moskowitz, Director. Emerson College Library, 130 Beacon Street, Boston 02116; (617) 578-8670, BITNET: MMOSKOWITZ@EMERSON. 26-27: Non-traditional education. "New Pathways to a Degree: Using Technologies to Open the College," workshop, Annenberg/CPB Project, Mississippi State University, Starkville, Miss. Contact: Robert B. Leiter, Dean, Mississippi State University, P.O. Drawer 5247, Mississippi State University, P.O. Drawer 5247, Mississippi State, Miss. 39762-5247; (601) 325-3473.

26-28: Administration. "The Trick to Being a Chair," annual conference of community-college chairs and instructional officers, National Community College Chair Academy, Phoenix, Contact: (602) 461-7304.

7304.
26-28: Aesthetics. Division meetins.
American Society for Aesthetics, Bard
College. Annandale-on-Hudson, N.Y.
Contact: (914) 758-6822, ext. 270. Contact: (914) 758-6822, ext. 270.
26-28: Assessment. National conference on outcomes assessment, Montclair State College, Upper Montclair, N.J. Contact: Robert D. McCormick, Director, Office of institutional Assessment, Russ Hall, Room 122, Montclair State College, Upper Montclair, N.J. 07043; (201) 893-4408.
26-28: English. Annual spring conference. National Council of Teachers of English. National Council of Teachers of English. Washington. Contact: NCTE, 1111 Kenyon Road, Urbana, Ill. 61801; (217) 328-3870.

3870.

26-26; Higher education. "Retrieving a 26-26; Higher education. Projecting a Future: Residential Colleges in the 21st Century," international conference on residential colleges and living/learning centers, Northleges and living/learning centers, Northeast Missouri State University, Kirksville, Mo. Contact: Deen of the Col-

leges, Northeast Missouri State University, Kirksville, Mo. 63501; 0816) 785-4022.

fix (816) 785-4181. 26-28: History, Conference on the history of Christianity, American Society of Church History and American Catholic Historical Association, Notre Dame, Ind Contact History Conference, Cushwa Center, University of Notre Dame, 614

He-birgh Library, Notre Danie, Ind. 46556; (219) 239-5441.
28-28: Langston Hughes, "Langston Hughes: the Man and the Writer," Conference, Lincoln University and National Endowment for the Humanities, Lancoln University, Pa. Contact: (215) 932-8300.

cxt. 2017.
26-28: Languages. Annual meeting. Southwest Conference on Language Teaching. Reno. Contact: Jan Herrera. 10724 Tancred, Northglenn. Colo. 80234; (303) 452-1308.

28-28: Media. Regional colloquium, Ass ciation for Education in Journalism and Mass Communication, Stone Mountain. Ga. Contact: Wallace B. Eberhard, Depurtment of Journalism, University of Georgia, Athens, Ga. 30602; (404) 542-5033 or Greg Lisby, Department of Con-munication, Georgia State University, Atlanta 30303; (404) 651-3200.

Atlanta 30303; (404) 651-3200.

26-28: Pearl Buck, "The Pearl S. Buck Centennial Symposium: Building Bridges Between Asia and America." Randolph-Macon Woman's College, Lynchburg, Vo. Contact: (804) 846-9689.

26-28: Community colleges, National conference of community-college chairs. National Community College Chair Academy and Maricopa Community Colleges, Hyatt Regency Hotel, Phoenix, Contact: Gary L. Filan, Executive Director, NCCCA, Mesa Community College, 1833 West Southern Avenue, Mesa, Ariz, 85202; (602) 461-7304, fox (602) 461-7806, 26-28: Personnel, "Benefits Update," pro-26-28: Personnel, "Benefits Undate," pro-fessional-development program, College

and University Personnel Association, Omni Netherland Plazu Hotel, Cincin-nati, Contact: Lucia Cretella or Karen Si-mon, CUPA, Suite 503, 1233 20th Street, N.W., Washington 20036; (202) 429-0311,

cxt. 6.

26-28: Solence. "Physical Cosmology," colloquium. National Academy of Sciences, Irvine. Cal. Contact: (202) 334-2138 or Roberta Bernstein, (312) 702-8202.

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26-29: Cultural studies. "Textual Technologies: Text, Image, and History—a Con-ference on the Historicity of Culture and ference on the Historicity of Uniter and its Technical Means of Production."
Texas A&M University. College Station. Tex. Contact: Jeffrey N. Cox., Interdisciplinary Group for Historical Literary Study. Department of English. Texos A&M University. College Station, Tex. 77843; (409) 845-7451.

77843; (409) 845-3451.
28-29: Higher education, "Re-Forming the Major: Principles, Practices, and Politics," regional conference, Association of American Colleges, Chicago, Contact: of American Conegos, Chicaso, Contact Thomas Jeavons, Associate Director of Programs, AAC, 1818 R Street, N.W. Washington 20009: (202) 387-3760.

Washington 2009: (202) 187-3760.

26-29: International studies. Annual meeting, Southern Conference on Slavic Studies, Jacksonville University, Jacksonville, Fla. Contact: J. Clarke. (904) 744-3950, ext. 3278.

27: Business officers. "OMB A-133," workshop, National Association of College and University Business Officers, Kansas City, Mo. Contact: NACUBO, Professional Development Department, Suite 500, One Dupont Circle, Washington 20036; (202) 861-2520.

27-28: Business and philosophy, Meeting. International Society of Business, Economics, and Bihics, Columbus, Ohio. Contact: Richard De George, Philosophy

Contact: Richard De George, Philosophy Department, University of Kansas, Lawrence, Kan. 66045.

27-29: Facilities. "Residence-Hall Safety and Security." workshop, Association of College and University Housing Officers.

Minescopile Margiett Housing College and University Housing Officers.

College and University Probable Officers
International, Minneapolis Marrioti Hotel-Southwest, Minneapolis. Contact:
Tony Cawthon, Director of Residential
Life, Clemson University, 200 Mell Hall,
Clemson, S.C. 28634-4075; (803) 656-

27-28: Faculty development. "Creating Cli-27-28; Faculty development. "Creating Climates for Learning," workshop, Council of Independent Colleges, Portland, Ore. Contact: Mary Ann Rehnke, Clc. Suite 320, One Dupont Circle, Washington 20036; (202) 466-7230.

27-28: Humanities. "The Call of Stories: the Power of Narrative in Teaching, Learning, and Assessment." annual conference on exemplary practices in hu-

ference on examplary practices in hu-manifes teachins, learning, and collabo-ration, Lander Collage, Greenwood, S.C.

Contact. Kate Stone, Office of Lifeloop Learning, Lander College, Greenwood, S.C. 29649, 08031 229-8335.

27-28: Music, Regional meeting, Unlege Music Society, University of Richmond, Richmond, Va. Contact: 130, 202 West Sprace Street, Missoula, Mont. 500022 (406) 721-9616.

(406) 721-9616.
27-28: Philosophy, Meeting, West Virginia Philosophical Society. West Virginia University, Morgantown, W.Va. Contact: Fred Seddon, Philosophy Department, Wheeling Jeulit College, Wheeling W.V., 262603

ment, Wheeling Jesuit College, Wheeling, W.Va. 2603.

27-29: Interdisciplinary studies. "1492-1992: Columbus Rediscovered," symposium, Slippery Rock University, Slippery Rock, Pa. Contact: Hannah C. Zimm, vegartment of Modern Languages and Cultures, Slippery Rock University, Slippery Rock University, Slippers, Rock University, Rock University, Slippers, Rock University, Slippers, Rock University, Slippers, Rock University, Rock Uni

tures, Shippery Rock University, Slip-pery Rock, Pa. 16057; 1412) 738-2402. 27-29: Philosophy. Meeting, American Catholic Philosophical Association, San Diego, Contact: Therese Prourt, School of Philosophy. Catholic University of America, Washington 20064. 27-29: Sexual orientation and the modia.

"Constructions of Leshian, Bisesual, Gay Identities in the Popular Media." Swarthmore, Pa. Contact: Daniel Smartt, Art Department, Swarthmore College, Swarthmore, Pa. Contact: Daniel Smartt, Art Department, Swarthmore College, 500 College Avenue, Swarthmore, Pa. 19081-1397; (215) 328-8119.

19081-1997. (213) 528-8119.
27-29: Socio-economics. Annual conference, Society for the Advancement of Socio-Economics. University of California, Irvine. Cal. Contact: SAST, 71411 Gelman, Library, 2130-11 Street, N.W., Washington 2005, 2005, 2007, 2014-11-7.

Library, 2130 H Street, N.W., Washington 20052; (202) 994-Kl67.

27-29: Tenching, Workshops on teaching writing and thinking. Bard College, Annandale-on-Hudson, N.Y. Contact: Judi Smith, Institute for Writing and Thinking.

Bard College, Annandale-on-Hudson, N.Y. (2504; (914) 758-7484.

N.Y. 12504; (914) 738-7484. 28: Adult education. "Adult Tenching Trends," annual conference, Northeast-ern University, Roston. Contact: (617) 437-2425.
28-29: Critical thinking. "Critical-Thinking

28-29: Critical trinking. "Critical trinking Teaching Strategies." regional institute, Foundation for Critical Thinking, Den-ver. Contact: Center for Critical Think-ing. Sonoma State University. Rohnert Park. Cal. 94923: (707) 664-2946. 28-29: Medieval studies. "Lewish-Chris-tian Encounter in the Middle Ages: the Dealers" expression. Marquette Univer-Psalms." symposium, Marquette Univer-sity, Milwaukee, Contact: Steven Taylor,

sity. Milwaukee. Contact: Steven Taylor. (414) 288-6309.
29-31: Business officers, "Forum on Rightsizing." National Association of College and University Business Officers, Si. Louis. Contact: NACUBO, Professional Development Department, Suite 500, One Dupont Circle, Washington 20036; (202) 861-2520.
29-31: Developmental education. Annual symposium on developmental education, New York College Learning Skills Association, Ellenville, N.Y. Contact: Barbara Risser, Associate Professor of English. Onondega Community College, Syra-

Onondaga Community College, Syracuso, N.Y. 13215; (315) 469-2424.

cuso, N.Y. 13215; (315) 469-2424.
29-31: Fund raising, "Scize the Opportunity," seminar, institute for Charinoble Giving, Washington Marriott Hotel, Washington, Contact: 1CG, 500 North Michigan Avenue, Chicago 60611; (312) 222-9757, fax (312) 222-9411.
29-April 1: Student personaul, Annual conference, National Association of Student Personaul Administrators, Cincinnut. Contact: (202) 265-7500.
20.31: Business ethics, "international Per-

Contact: (202) 265-7500.
30-31; Business ethics. "International Perspectives on Business Ethics." conference, Bentley College, Waitham, Mass. Contact: Judith Kamm. Center for Business Ethics. Bentley College, 175 Forest Street, Waitham, Mass. 02154; (617) 87-81.

Street, Waltham, Mass. 02154; (617) AFGN. 3433, fax (617) 891-2819.
30-31: Business and higher education. "Delivering Education and Training to Business and Industry." conference, College Board, Washington. Contact: Elena K. Morris, Conference Director. Office of Adult Learning Services, College Board, 45 Columbus Avenue, New York 10023; (212) 713-8101.
30-31: Intermetional studies. "J. A. Come-

York 10025; (212) 713-8101, 30-31: International studies. "I. A. Comenius and Slovak Culture." Charles and Comenius Universities, Brutislava, Czechoslovakia. Contact: Joseph F. Zacck, Department of History, State University of Many Vac.

30-31: Management. "Implementing Total Quality Management in Colleges and Uni versities," International Quality and Pro-Donna McKenna, IOPC, 209 Cooper Avenue, Upper Montclair, N.J. 07043; (800) 882-8684 or (201) 783-4403.

30-April 1: Education. "Creating the Quali-ty School," conference, University of Oklahoma, Norman, Okla, Contact: Ed ward Chance, Director, Center for the Study of Small/Rural Schools, University of Oklahoma, 555 Constitution, Nor-man, Okla. 73037-0005; (405) 325-1711.

man, Okia. 73037-0005; (495) 325-1711.

30-31: Environment. "A Forum on Central Rurope: an Environmental Research and Education Agenda for Urban Settlements and Sustainable Development." Association of Big 8 Universities, Manhattan, Kan. Contact: Continuing Education, [48] (4) College Court Building, Kansas State University, Manhattan, Kan. 66506; (913) 532-5569 or (800) 432-8222.

Continued on Following Page

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Coming Events

Continued From Preceding Page 30-April 2: Student loans. Student-Loa

Management and Collections," work-ing National Association of College and University Business Officers and Na-tional Association of Student Financial noiar Association of Student Financial Aid Administrators, St. Fouls, Contact; NACODO, Professional Development De-partment, Suite 500, One Depont Circle, Washington 20036; (202) 861-2528.

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30-April 2: Computers, International symposium on parallel processing. Association of Computing Machinery and other sponsors. Beverly Hills, Cal. Contact: Larry Canter, Computers Systems Approach Inc., Suite B, 1140 South Raymond Avenue, Fulferton, Cal. 92631; (714) 738-3414.

30-April 3: Science education. Rescurch conference on science education, Gordon Research Conferences, Doubletree Ho-iel, Ventora, Cul. Contact: Science Edu-cation Conference, Gordon Research Conferences, Gordon Research Center, University of Rhode Island, Kingston, R.I. 02881-0801; (401) 783-4011 or (401)

783-372, fax (401) 783-7644 or (401) 783-372, fax (401) 783-7644
31-April 2: Student recruitment. "Recruiting the Adult Student," workshop, Council for Advancement and Support of Education. Chicago, Control Student, Control Student,

cation. Chicago. Contact: CASE. Suite 400. 11 Dupont Circle. Washington 20036; (2021 328-5900.

31—April 4: Social issues. "The Voyage into the 21st Century: Education, Employment, Diversity, and Parinerships," annual conference septicies for the form. annual conference, ser-Jobs for Progress International, Fairmont Hotel, Dallas, Contact: Joe R. Campos or Daniela Kuto, (214) 541-0616.

1: Teaching. "Involving Students in Their Own Learning." workshop. Massachu-setts Faculty Development Conscrition. Bridgewater, Muss., and Holyoke, Mass. Contact: Susan A. Holton, (508) 697-1201 or Murray Schuman, (413) 538-7000, ext. 278.

278.

-3: Student recruitment. "Developing a Creative and Effective Recruitment and Retention Program," workshop, Council for Advancement and Support of Education, Chiengo, Contact: CASE, Suite 400, 11 Dupont Circle. Washington 20036; (202) 328-5900.

1-41 Critical thinking. "Critical Thinking/ Critical Literacy: the Challenges of Tech-nology, Culture, and Creativity." confer-ence. Oakton Community College, Chi-cuso. Contact: Lorenz Boohm, Oakton Community College, 1600 East Golf Road, Des Plains, Ill. 60016-1268; (708) 635-1831.

conference, Council for Advancement and Support of Education, Hyatt Regency Hotel, Albuquerque, N.M. Contact: Alst, Suite 400, 11 Dupont Circle, Washington 20036; (202) 328-5900.

21 Assessment and teaching. "A Day at Alverno College: a Seminar on Teuching and Assessing Student Abilities." Alverno College, Milwaukee. Contact: Alverno College, Milwaukee. Contact: Alverno College, Milwaukee. Sa234-3922; (414) 382-6087. zuukee 53234-3922; (414) 382-6087.

willkee 53234-3922; (414) 382-6087.

2: Freshman-year experience. "Freshman-Seminar Instructor Training." workshop.
University of South Caroline and other sponsors. Kansus City. Mo. Contact: Freshman Year Experience Conferences. University 101, University of South Carolina. 1728 College Street. Columbia, S.C. 29208; (803) 777-6029.

2: Fund asiging. "Volunteer Management III.

2: Fund raising. "Volunteer Management," seminar, Nova University, Fort Lauder-

dare, P.A. Contact: Nova University, Office of Continuing Education, 201 Mediman-Hollywood Building, 3301 College Avenue, Fort Lauderdale, Fla. 33314, 2-3: Academic advising, Regional conference, National Academic Advising Association, Boulder, Colo. Contact: Judy Sullivan (303) 492-8811.

2-8: Ethica and health policy. "Making Choices in Health Care: an Ethics and Health-Policy Conference." University of Maryland, Baltimore. Contact: Sara T. Fry. Room 402, School of Nursing. Uni-versity of Maryland, 655 West Lombard

2.4: Computers. "Information Technologies: Critical Choices for Challenging sines, "workshop, Council of Independent Colleges and other sponsors, Pitts-burgh, Contact: Russell Garth, ctc., Suite 320. One Dupont Circle, Washington 20036; (202) 466-7230.

3-4: Literature. Conference on conten rary literature, Kennesaw State College,

2-4: Losbian and gay studies. "Making ir Perfectly Queer," national graduate-stu-dent conference on lesbian and gay studes. University of Illinois and othe sors. Urbana, III. Comact: Cris Mayo Department of Education Policy Studies, University of Illinois, 360 Education Building, South Sixth Street, Champaign, III, 64820.

2-4: Montors, Annual conference, National Mentoring Association, Knickerhocker Hotel, Chicago Contact: NMA, Office of Conferences and Institutes, Western Michigan University, Kalamazoo, Mich. 49808-5161; 6616) 387-4174, fax (616) 387-4222

2-4: Music. Meeting, Southeastern Historic cal Keyboard Society, Agnes Scott Col-lege, Decatur, Gr. Contact: staks, 2516 East Fifth Street, Charlotte, N.C. 28204. 2-4: 19th-century studies. "Color and Color fullness in 19th-Century Life and Art." meeting, Southeastern 19th-Century Studies Association, Tampa, Fla. Contact: Judyiga M. da Costa Nunez, Art Description.

partment. Muhlenberg College, Allen-lown, Pn. 18104-5586. 2-4: Nursing. National conference on nursing and space-life sciences. University o Alahuma and other sponsors. South Shore Harbour Resort and Conference Center, League City, Tex. Contact: University of Alahama, Cullege of Nursing, Nursing Building 205, Huntsville, Ala. 35899; (205) 895-6186.

35899; 4205) 895-6186.

2-4: Nursing education. "Teaching and Assessing Nursing Student Abilities: a Seminar on Afverno College's Ability-Based Curriculum." Afverno College, Milwaukee, Confact: Afverno Institute, Afverno College, 3401 South 39th Street, P.O. Box 343922, Milwaukee 53234-3922; (414) 382-6087.

3H2-6087. 2-4: Renaissance studies. Meeting, South-2-4: Renaissance atudes. Meeting, South-Central Renaissance Conference, North-east Louisiana University, Monroe, La. Contact: Herbert Turrentine, Meadows School of Fine Arts, Southern Methodist University, Dallas 75275. 2-4: Teaching, Conference on teuching in the freshman year, University of South Carolina and other sponsors, Kansas City, Mo. Contact: Freshman Year Expe-rience Conferences, University 101.

rience Conferences, University 101, University of South Carolina, 1728 College Street, Columbia, S.C. 29208; (803) 777-

2-4: Values. Annual conference on value 2-4: Values. Annual conference on value inquiry. Annerican Society for Value Inquiry and The Journal of Value Inquiry and The Journal of Value Inquiry. Madison, N.J. Contact: Thomas Magnell, Conference on Value Inquiry. Department of Philosophy: Drew University, Madison, N.J. 079-40-4036: (2011-408-3843 or Robert Ginsberg. Conference on Value Inquiry. Pennsylvania State University. Delaware County Campus. Media. Pa. 19063-5596: (215) 892-1424.
2-5: Genetics and philosophy. "Genes and Philosophical Reflections on Modern Genetics," conference, University of lowa.

rmiosophical Reflections on Modern Ge-netics." conference, University of Iowa, Iowa City. Contact: Robert Weir, Bio-medical Ethics. College of Medicine. University of Iowa, Iowa City 52242. 2-5: History. Annual meeting. Organization of American Historians, Palmer House, Chicago. Contact: OAH, 112 North Bryan Street, Bloomington. Ind. 47408; (812) 855-7311.

855-7311.
2-5t Philosophy. "Vedanta Philosophy and Vivekananda Pre-Centennial," meeting, International Congress of Vedanta, Miami University. Oxford, Ohio. Contact: S. S. Rama Rao Pappu, Philosophy Department, Oxford, Ohio 45056.
2-6t Studenta. National conference on student services, Collegiate Conferences Inc., New Otleans, Contact: Rick Morgan, (608) 273-0359.
2-6z Taohnology, "Inventing the Future:

2-63 Tachnology, "Inventing the Future: New Technology, Perception, and Meaning," conference, University of Baltimore and other sponsors, Baltimore, Confact: Third Word & Image Conference, Institute for Publications Design Confact: Tains word & Image Confer-once, Institute for Publications Design, Yile Gordon College of Liberal Arts, University of Baltimore, 1420 North Charles Street, Baltimore 21201; (410) 234-3920 or (410) 625-3294, 33: Land-grant Institutions, "Enhancing the Future of the Land-Grant Systems of

the Future of the Land-Grant System: a Dialogue on Environment and Society, "conference, National Academy of Sciences, Irvine, Cal. Contact: (202) 334-2138.

3-4: Curriculum. "Internationalizing the Curriculum," conference, Murray State University and other sponsors, Execu-Wall, Center for International Programs, Lowry Center, Murmy State University, Murray, Ky. 42071; (502) 762-4152, fax (502) 762-4411.

1-4: Higher education, Seminar for department chairs. Council of Colleges of Arts and Sciences. Holiday Inn-Westport, St. Louis. Contact: Richard J. Hopkins. Executive Director, CCAS. Ohio State University, 186 University Hall, 230 North Oval Mail, Columbus. Ohio 43210-1319; (614) 292-1882.

Union and Enstern Europe: the Collapse of an Empire," annual world-affairs conference, Quad-Citles World Affairs Council Dears and Council Affairs Council, Deere and Company Adminis-trative Center, Moline, III. Contact: (217) 333-1465.

Murietta, Ga. Contact: Greg Johnson, Department of English, Kennesaw State College, P.O. Hox 444, Marietta, Ga. 30061.

3-4: Medieval studies. "Barburian Europe and its Legacy," colloquium, University of the South and other sponsors Sewanee, Tenn. Contact: Susan Ridyard University of the South, 735 University Avenue, Sewance, Tenn. 37375-1000 (615) 598-1531.

3-4: Music. Regional meetings. College Music Society. Southern Methodist University. Dallas. University of Delaware. Newark, Del., and University of Kentucky, Lexington, Ky, Contact: CMS, 202 West Spruce Street, Missoula, Monf. 59R02; (406) 721-9616.

3-5: Cognitive science. "Cognition and Representation," conference, State University of New York, Buffalo, N.Y. Contact: Center for Cognitive Science, 651 Baldy Hall, State University of New York, Buffalo, N.Y. 14260.
3-8: International education.

York, Buffalo, N.Y. 14260.
3-5: International education, Annual conference, Phi Beta Delta, Honor Society for International Scholars, Boston University, Boston. Contact: Karen Roatman, Pad. Boston University, School of Education, Boston 02215.
3-5: Minorities. Conference for black undergraduate students, Fund for Theological Education, Washington. Contact: Executive Director, FTE, Suite 832, 475 Riverside Drive, New York 10115: (212) 870-2058.

3-5: Philosophy, Meeting, New Mexico and West Texas Philosophical Society, San Antonio, Contuct: H. G. Alexander, Phi-

Antonio. Contuct: H. G. Alexander. Philosophy Department. University of New Mexico. Abinquerque, N.M. 87131.
3-5: Social solenoss. "Perspectives on Utility," conference. International Society for Utilitarian Studies. University of Western Ontario. London. Ontario. Contact: D. Luns. Department of Political Science, University of Western Ontario. London. Ontario N6A 5C2.
3-5: Writing. "Writing Across the Curriculum: Workshops on Program Planning und Teacher Training." Troy State University. Troy. Als. Contact: Joan Word. (205) 670-3349.
4: Education. "Multicultural Perspectations of New Yorkshops."

Education. Multicultural Perspec-tives—the Challenge to Today's Educa-

ives—the Challenge to Today's Educations. "symposium on education and social change, Society for Educational Reconstruction, New York. Contact: SER. C/O Angela Raffel. 701 Abbey Lane, Velley Cottage, N.Y. 10989; (914) 358-7052.

4: Education, "A Tale of Three Cities—Chicago, Chelsen, Philadelphia: Rethinking and Reframing Educational Reform, "forum. University of Pennsylvania, Philadelphia. Contact: Jill Nugle. Assistant Director, Development and Alumni Relations. Graduate School of Education, University of Pennsylvania, 3700 Walnut Street, Philadelphia 19104-6216; (215) 898-9794.

4: Philosophy, "Ethics in a Pluralistic Society," graduate-student conference, Saint Louis University, St. Louis. Contact: Kelley J. Wells, Philosophy Department, Saint Louis University, 221 North Grand Boulevard, St. Louis 63103.

4-7: Education. "Transforming Learning: Paradigms, Practices, Possibilities," annual conference, Association for Supervision and Curriculum Development

Paradiams, Practices, Possibilities," annual conference, Association for Supervision and Curriculum Development, New Orleans, Contact: ASCD, 1250 North Pitt Street, Alexandria, Va. 22314-9719.

4-8: Humanities, "Rhetoric Old and New: From Notker to Nietzsche and Beyond, research conference, National Endowment for the Humanities and University of Chicago, Chicago, Contact; Samuel I. Jaffe, Department of Germanic Languages and Literatures, University of Chicago, 1050 East 59th Street, Chicago 60637; (312) 702-8494.

5-7: Abcounting, "Accounting Regulations of the Street Chicago 1050 Page 1984 (1984).

60637; (312) 702-8494,

5-7: Accounting, "Accounting Roundtable," National Association of College and University Business Officers, Jacksonville, Fla. Contact: NACUBO, Professional Development Department. Sulte 500, One Dupont Circle, Washington 20036; (202) 861-2520.

8-7: Fund raising, "Soize the Opportunity," Aeminar, Institute for Charitable Giving, San Diego Marriott Hotel, La Jolla, Cal. Contact: ICO, 500 North Michigan Avenue, Chicago 60611; (312) 222-9757, fax (312) 222-9411.

5-7: Holocaust. Voices: Institutional and Individual Responses to the Holocaust," biennial conference on Christianity and the Holocaust, Rider College, Lawroncethe Holocaust, Knoor College, Lawronce-ville, N.J. Contact: Holocaust/Genocide Resource Conter, Rider College, 2083 Lawrenceville Road, Lawrenceville, N.J. 08648-3099; (609) 896-5345, fax (609)

896-8029.
8-7: Libraries. "Designing Information: New Roles for Librarians," annual clinic on library applications of data processing, University of Illinois, Urbana, Ill. Contact: Willa Reed or Kathy Palater, Graduate School of Library and Information Science, University of Illinois, 410 David Kinley Hall, 1407 West Gregory Drive, Urbana, Ill. 61801; (217) 333-3280.
8-7: Philosophy, "The Development of the Foundations of Mathematics," symposium, Boston University, Boston, Contact: Robert S. Cohen, Center for Philosophy and History of Science, Boston University, Boston Uzity Science, International Business Machines Corporation, Pennsylvania State University, Uni-

versity Park, Pa. Conjuct: Jeff Almoney, (814) 865-0836, or Ted Rusch, (404) 238-

5-8: Higher education. "Reclaiming the Public Trust: Costs, Quality, Commit-ments, annual conference, American Association for Higher Education, Chicago Hilton and Towers Hotel, Chicago, Contact: AAH:. Suite 600, One Duponi Circle, Wushington 20036; (202) 293-

6-8: Humanities. "The Spanish Jews and the Expulsion of 1492," research conference, National Endowment for the Haence, reattonal randowners for the Ha-manities, University of Southern Califor-nia, Los Angeles, Contact: Moshe Lazar, Computative Literature Program, Uni-versity of Southern California, Los Ange-les, 90089-0353; (213) 740-0103.

5-8: Student personnel. Conference Northwest Association of College and University Housing Officers, Southern Oregon State College, Ashland, Ore, Contact; Kuy Rich, (206) 676-2971.

Contact: Kuy Rich. (206) 676-2971.

5-8: Student-success courses: Four-day workshop on student-success courses, College Survival Inc., Washington, Contact: CS1, 2650 Jackson Boulevard, Rapid City, S.D. 57702-3474; (800) 528-8323, fax (605) 343-7553. (605) 343-7553.

6-7: Publications. "Publishing an Effective Newsletter." workshop, Council for Advancement and Support of Education, Omni Biltmore Hotel, Providence, R.1. Contact: CASE, Suite 400, 11 Dupont Circle, Washington 20036; (202) 328-5900.

6-8: Accreditation. "Accreditation for

Accreditation. Accreditation for ational Effectiveness: Assessment Tools for Improvement," national symposium. Council on Postsecondury Accreditation, Washington, Contact: COPA, Suite 305, One Dupont Circle, Washington 20036; (202) 452-1433, fax (202) 331-4571

6-8: Corporate education. "Cupitulizing or Today's Corporate Education Opportunities," conference, Corporate Education Forum, Colonnade Hotel, Boston, Contact: Ellen Rosenberg, C.F. 110 Hartwel Avenue, Lexington, Mass. 02173; (617: 862-4030, fax (617) 862-2355.

862-4030, fax (617) 862-2355.

88: Fund raising. "Knowing the Essentials," seminar, John Brown Limited, Harvard Club, New York, Contact: Jan. P.O. Box 296, Peterborough, N. H. 03458-0296; (603) 924-3834, fax (603) 924-7998.

8-8: Fund raising. "Matching-Oift Forum," Council for Advuncement and Support of Education, Forum Hotel, Chicago, Contact: CASE, Suite 400, 11 Dupont Circle, Washington 20036; (202) 328-5900.

8-10: Fund raising. "Utilizing Planned-Giving Concepts to Raise Major Gifts," seminar, Converse and Associates, Peabody Hotel, Memphis, Contact: Converse and Associates, Peabody Hotel, Memphis, 38119-4804; (901) 684-1181, fax (901) 683-8123.

7: Minorities, "Student-College Interview Session 10.

1181. fax (901) 683-8123.
7: Minorities. "Student-College Interview Session," Southenstern Regional Office of National Scholarship Service and Fund for Negro Students, Passenger Ship Terminal, New York, Contact: \$1.000, NSSPNS, \$965. Martin Lather King, Jr., Drive, N.W., Atlanta 30314-2947; (404) 577-3990.

Drive, N.W., Atlanta 30314-2947; (404) 577-3990.
7-8: Student rescultment. "Recruiting the Adult Student." workshop, Council for Advancement and Support of Education, Forum Hotel, Chicago, Contact: CASI., Suite 400, 11 Dupont Circle, Washington 20036; (202) 328-5900.
8: Minorities. "Increasing Minority Participation in Math-Based Disciplines." videoconference, California State University at Long Boach, Contact: University Extension Services, California State University 1250 Bellflower Boulevard, Long Beach, Cal. 90840-8002; (310) 985-2826.
8: Technology. "Educational Technology

Beach, Cal. 90840-7002; (310) 903-2720. E Technology. "Educational Technology and interactive Strategies." videoconference. George Washington University. Contact: Braden Kuhlman. (800) 476-864.

8-10: Aesthetics. Pacific-division meeting. American Society for Aesthetics, Pacific Grove, Cal. Contact: Peg Brand, Philoso-

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8-10: Fund raising. "Presidential and Trustee Leadership in Fund Raising." workshop. Council for Advancement and Support of Education, Omni Royal Orleans Hotel, New Orleans. Contact: Case, Sulte 400, 11 Dupont Circle, Washington 20036; (202) 328-5900.
8-10: Student recruitment. "Developing a Creative and Effective Recruitment and Retention Program," workshop, Council for Advancement and Support of Education, Forum Hotel, Chicago. Contact: Case, Suite 400, 11 Dupont Circle. Washington 20036; (202) 328-5900.

Community College and other sponsors, Tempe, Ariz. Contact: Mary Genderon. (602) 731-8600, fax (602) 731-8450. Continued on Page A56

CONFERENCES, WORKSHOPS, CALLS FOR PAPERS

velop and Implement Effective his arams," international conference vitional Association of Small Business ternational Trade Education, March Hotel, El Paso, Contact: Small Business Hotel, El Paso, Contact: Small Business Coulong Small Grant Coulong Small Grant Coulong Coulong Coulong Small Grant Child Care, Breckenridge, Colo. Co. University of Colondo, Office of Congruence Services, Department of Coulongs Business Coulongs Services, Department of Coulongs Services, Department of Colondo, Office of Coulongs Business Coulongs Business Coulongs Services, Department of Colondo, Office of Coulongs Business Coulongs Business Coulongs Business Coulongs Services, Department of Colondo, Office of Coulongs Business Colondo Coulongs Coulongs Colondo Coulongs Colondo Coulongs Colondo Coulongs Colondo Coulongs Colondo Co

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0454; (303) 492-5151.

8-12: Archaoology. Annual meeting. Sa: 19 for American Archaeology. Physical Science: 5AA. Suite 200, 808 17th Street N. W., Washington 20006; (201) 21/674.

8-12: Black studies. "Strategies for bead origing an African World Persective to the 21st Century." annual conference of the 21st Century." annual conference of the 21st Century." annual conference of the 21st Century. "Annual Conference of the 21st Century." annual conference of the 21st Century." annual conference of the 21st Century. "Annual Conference of the 21st Century." annual conference of the 21st Century. "Annual Conference of the 21st Century." annual conference, National Academic Advising Aweciation. College of William and May. Williamshurg. Vn. Contact: Randy Centurn. (804) 221-2476.

9-10: Academic advising. Regional conference.

num, (804) 221-2476.

9-10: Academic advising. Regional code: ence, Nutlional Academic Advising Association, Reno. Contact: Garry Han, th. 516-3378.

9-10: Academic advising. Regional conference. Nutrional Academic Advising Association. University of Alabama, Binning hum. Ala. Contact: Nuncy Walburn, 1864-0135.

9-10: Fund raising. "Assessing Foundated and Corporate Funds: How to Wife a Winning Proposal," workshop, Count for Advancement and Support of Edicition. Toronto. Contact: case. Suite 49
11 Dupont Circle. Washington 2008

11 Dupont Circle, Washington 2003, (202) 328-5900.

9-10: Management, "Project Planning 201 Cost Control," workshop, ORIEd Laboratories, Oriental, N.C. Contact OR Ed., P.O. Box 888, Oriental, N.C. 2831. (919) 249-3440.

■ 9-11: Education reform, "Education & form," national institute, National Community Education Association, St. Pel Radisson Hotel, St. Paul, Connact Nets. Suite 209, 801 North Fairfox Street, Alexandria, Va. 22314; (703) 683-633, fat (703) 683-0161.

9-11: Ethica and information, "Informatical Community Education Conference Co 9-11: Ethica and information. "Informati

in Contemporary Society: Ethical Issues," colloquium, University of Non-Danne, Notre Danie, Ind. Contact: Cent for Continuing Education, University of Notre Dame, Box 1008, Noire Dags, Ind. 46556; (219) 239-6691, fax (219) 24-8083.

9-11: Higher education. National could ence on college teaching and learning Florida Community College at Jackson ville. Omni Hotel, Jacksonville. R Contact: Bill Martin, Martin Center l College Services, Florida Communic College at Jucksonville, 501 West Sast Street, Jacksonville, Fia, 32202; 694 632-3155, fax (914) 632-3391.

Structures in the United States and IN Former U. S. S. R., "conference, Holston Hofstru Cultural Center, Hofstra University, Hampstead, N.Y. 11550-1090: 556 463-5669.

and Social Change in Central and Easter Europe." conference, Ruigers University ly at Newark and Partisan Review, New-urk, N.J. Contact: (201) 648-5066.

ark, N.J. Contact: (201) 648-306.

9-11: Languages, "Gender and GentFrom Illusion to Reality," meeting, College Language Association, University of
Tennessee, Knoxville, Tenn. Contact:
James J. Davis, Department of Romance
Languages, Howard University, Washington 20059; (202) 806-6758.

9-11: Phenomenology and Illerature, "Ale-

9-11: Phenomenology and literature. "Alesory Old and New-In Literature, the Fine Arts. Reality." annual conference, International Society for Phenomenology and Literature. and Literature, Cambridge, Mass. Contact: A-T. Tymieniecka, World Phenomenology Institute, 348 Payson Road, Be-mont, Mass. 02178; (617) 489-3696.

9-11: Philosophy, "Figuring the Self," symposium, University of lowa, lowa City, Contact: Guenter Zoeller, Depart-ment of Philosophy, University of lowa. ment of Philosophy, University of low-lowa City 52242.

8-12: Campus activities. Regional conference. National Association for Campus Activities, Milwaukee. Contact: kery Bloesi, Special Events Director. University of Wisconsin, Reeve Memorial University of Wisconsin, Reve Memorial University of Wisconsin, Wis. 54901: (414) 424-327. lon, Oshkosh, Wis. 54901; (414) 424-3324
8-12: Curriculum. "The Liberal Arts of Science," conference, Mickleichn Education Foundation and University of Wisconsin, Madison, Wis. Contact: Robert March, 1150 University Avenue, Madson, Wis. 53706; (608) 262-5947.
8-12: Health. "National Community-College Wellness Conference," Maricopa Community College and other sponsors. You Are Invited To Be A Presenter



Denver, Colorado **The Sheraton Denver Tech Center**

October 21-24, 1992

Appropriate topics: serving telelearning students; attracting qualified faculty; evaluating, and employing delivery systems; policies, issues and trends affecting distance learning; research and assessment; creating connections between education. industry, and the community.

> For CALL FOR PRESENTATION call 800-228-4630

write or fax "Telelearning Conference '92' 11460 Warner Avenue, Fountain Valley, CA 92708-2597 FAX: 714-241-6286

American Pluralism: **Towards a History** of the Discussion SUNY at Stony Brook



Tune 5-6

Presenters: Anthony Appiah Thomas Bender Larry Bobo Lizabeth Cohen David Hollinger

Stanley Katz Werner Sollors John Tchen Mary Waters

Themes: Historical Origins of Pluralism The Construction of Race and Ethnicity The Transformation of Race Historical Function of the Melting Pot Ramifications of American Pluralism

For conference registration materials call or write: Alfreda S. James

(516) 632-7090 Office of Special Programs SUNY-Stony Brook Stony Brook, N.Y. 11794-3375 FAX (516) 632-9259



For College Admissions Personnel and High School Guidance Counselors THE HARVARD SUMMER INSTITUTE ON COLLEGE ADMISSIONS

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Now in its 32nd year, the Program will address: The Search for Appropriate Admissions Practices
Managing Enrollments in Light of Increasing Costs
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national faculty of outstanding leaders in the field of education and admissions will wor with participants in reviewing the transfer of information, recommendations, legal issues, some interpretation, use of staff resources, and services in communication technology, paying to continuous personnel. laying for college, and other areas of concern to guidance and admissions personne To receive your brochure / application for the \$850, 5-day program and information on thanking Graduate Credits, contact Registrar J.R. Smith, 4 Clematis Road, Lexington, MA 02173, 617-494-9498.

CALL FOR MANUSCRIPTS

On October 20 & 21, 1992, the Department of Teacher Development at St. Cloud State University is sponsoring a two-day national workshop for classroom teachers and college professors on Multicultural Approaches to Education. The workshop organizers invite manuscripts around which the workshop presentations and focus-group sessions could be developed. The theme of the workshop will be a proactive approach to identifying racism and pedagogy. The workshop will be organized around the following issues: Learning styles of students from culturally diverse backgrounds; Teaching strategies that will assist students of color in learning; Multicultural curriculum design models and processes; What educators of color are saying about the impact of racism on pedagogy; and Using technology to empower students of color to learn.

What we look for . . .

The workshop organizers look for brief (1500-2500 words) manuscripts that are helpful to practicing K-12 educators. We prefer articles in which the writer speaks directly to the reader in an informal, conversational style and the treatment of the topic is interesting, insightful, and based on the writer's experience.

How to prepare your manuscript . . .

To prepare your manuscript, double-space all copies; number all pages, and show your name, address, phone number and fax number on the cover sheet only. Cite references in the text like this (Davis, 1991), and list them in bibliographic form at the end of the article; or use citations in the form of numbered endnotes. For other matters of style, it is suggested that you follow the American Psychological Association (APA) Publication Manual.

The editing process . . .

Send two copies, and include a self-addressed stamped envelope if you want them returned. You can expect a postcard, within a month, notifying you that your manuscript has been received. If your manuscript is accepted, we will ask you to send a letter-quality original or an IBM-compatible diskette. Once your manuscript is edited, you will receive an edited version for your review, correction, and approval. The organizers are also interested in any artwork or photographs related to your manuscript. However, you should not send them until you have been notified that your manuscript has been accepted or that you have been invited to make an hour-long presentation on your manuscript at the workshop. The proceedings from the workshop will be published.

> Send manuscripts to: Dr. Michael Davis, Assistant Professor Department of Teacher Development St. Cloud State University **B250 Education Building** St. Cloud, Minnesota 56301-4498

The deadline for submission of manuscripts is July 15, 1992. For further information, please contact Dr. Davis at (612) 255-3944.

Institute for the Study of Eastern Classics

St. John's College

two semesters of graduate-lev study and discourse in the classic texts and languages of India and China. Direct inquiries to: James Carey, Director Institute for the Study of Pastern Classics St. John's College inia Fe, New Mexico 87501-4599 Phone: (505) 988-4361



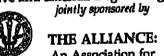
October 8-10, 1992 Peter Kiewit Conference Center Omaha, Nebraska

An interdisciplinary forum for scholars, practitioners and participants. For more information, contact

he conserence secretariat: Anne Ludwig Autre Laures International Studies & Program University of Nebraska at Omaha Omaha, Nebraska 68182 (402) 554-2293

CALL FOR PAPERS

12th National Conference on Alternative and External Degree Programs for Adults jointly sponsored by



An Association for Alternative and External Degree Programs for Adults

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THE AMERICAN COUNCIL ON EDUCATION Conference Theme: **EXPLORING OUR HORIZONS**

To be held on October 8 through 10, 1992, in Evanston, Illinois We invite proposals for presentations that are designed to advance our understanding of adult higher education and adult learners, improve our programs and stimulate innovations, and promote personal and professional pment. Proposal should consider issues such as:

QUALITY: What do we expect of learners and how do we judge quality? What do we expect from our teaching and advising, and how do we assess the quality of our efforts? How have the ACE/Alliance Principles of Good Practice influenced our work and the evaluation of our programs?

using to survive in economically stressful times? What new paradigms will be INQUIRY: What are we learning about our students, our teaching, our advising, our programs, and our outcomes. How does practitioner research serve to inform our programmatic decisions and planning? In what ways can

inquiry be united with our daily professional efforts? RESOURCE RENEWAL: How do we facilitate the educational, personal. and professional development of our students? How do we promote those same goals in ourselves and our co-workers? How might professional development help us prepare for new challenges?

Presentations at the conference are to be interactive in nature, e.g., panels, workshops, and discussions. We also encourage presentations on issues of cultural diversity, international and distance education, and liberal learning.

For information on proposals and the conference, please contact:
Kent Warren, Program for Individualized Learning, 201 Westbrook Hali,
University of Minnesota, Minneapolis, MN 55455; 612/624-4020. Six (6) coples of your proposal of no more than 450 words, double-spaced, must be
received by May 15, 1992. Contributors will need to provide a final paper for publication in the proceedings.



Coming Events

Continued From Page A54
9-12: Longuagos. "Central States Confer-inace on the Teaching of Foreign Lon-Budges." Wayne State University and other sponsors, Dearburn Hynti Regency Hotel, Dearburn, Mich. Contact: Donald Spinelli, (313) 577-6241 or (313) 577-3002. ■ 10: Legal Issues. "Prepaid College Tu-ition Plans in the United States: Promise and Problems," conference. University of Houston, Houston, Contact: Institute for Higher Education Law and Govern-ance, University of Houston Law Center. 2800 Calhoun Road, Houston 77204-6370; [713] 749-2557, fax (713) 749-2567.

10: Minorities. "Student-College Interview Session," Southeastern Regional Office of National Scholarship Service and Fund for Negro Students, Rutgers University, New Brunswick, N.J. Contact: SI-RO-NSSI-NS, 965 Martin Luther King, Ir., Drive, N.W., Atlanta 30314-2947; (404) 577-3990.

10: Teaching. "Language and Gender in the Clussroom." workshop, Simon's Ruck of Bard College, Great Harrington, Mass. Contact: Judi Smith, Institute for Writing and Thinking, Bard College, Annandate-on-Hudson, N.Y. 12504: (914) 758-7484.

10-11: African-American illerature. "Narra-The Article Traditions in African-American Literature, "meeting, Virginia Humanities Conference, Virginia Poly-Wehnie Institute and State University, Blackshurg, Va. Contact: Samuel H. Okorounto, New River Community Col-lege, Drawer 1127, Dublin, Vn. 24084; (703) 674-3600.

American Culture," conference, Great Lakes American Studies Association, Bowling Green, Ohio, Contact: William E. Grant or Philip G. Terrie, American Culture Studies Program, Bowling Green State University, Bowling Green, Ohio 43403-0237.

10-11: Music. Regional meeting. College Music Society, Community College of Aurora, Denver, and University of Mis-souri, Columbia, Mo. Contact: CMS, 202 West Spruce Street, Missoula, Mont 59802; (406) 721-9616.

10-11: Two-year colleges. "Looking In, Looking Out: the Challenge of Higher Education," spring conference. Ameri-can Council on International Education, Phuenix, Contact: M. Yukie Tokuyama, ACHE. Suite 410, One Dupont Circle, Washington 20036; (202) 728-0215.

Washington 20036; (202) 728-0215.
10-12: Leadership. "Leadership and Social Responsibility." conference. Monmouth College. West Long Branch, N.J. Contact: Gloria Nemerowicz, dean of arts and sciences, or Salibu Sarsar. Assistant Dean for Leadership Initiatives. Monmouth College. West Long Branch, N.J. 07764-1898; (908) 571-7508.

10-12: Minorities. "Celebrating 500 Years of Resistance," meeting. National

Years of Resistance." meeting. Nationa Chicano Student Conference. University of New Mexico, Albuquerque, N.M. Contact: Tammy Martinez, McCuntact: Tammy Martinez, McCuntact: Tammy Mexico, Sun Box 4, Albuquerque, N.M. 87131; (505) 277-0975 or (505) 277-5020.

10-14: Continuing education. "Through the Learning Glass: Beyond Boundaries," autional conference, National University Continuing Education Association, San lege, Drawer 1127, Dublin, Vo. 24084; (763) 674-3600, 10-11: American studies. "Oh Brave New World: Discovery and Rediscovery in Communing Education Association, San Diego. Contact: NUCEA, Suite 615, One Dupont Circle, Washington 20036; (202) 659-3130, fax (202) 785-0374, 11: Music, Regional meeting, College Mu-

CONFERENCES, CALLS FOR PAPERS

NATIONAL MENTORING ASSOCIATION

Diversity in Mentoring

Fifth annual national conference on mentoring in education, business and industry, medical and human services, and community-based organizations.

· April 2 - 4, 1992 The Knickerbocker Hotel • Chicago, Illinois

A program for managers, administrators, faculty, staff, mentors/protégés covering:

The mentor/mentee relationship

Evaluating the results of mentoring

· Funding, managing, marketing the mentoring

Recruiting, choosing, and training mentors

For information and registration contact: Christine Zink

The National Mentoring Association Office of Conferences and Institutes Western Michigan University Kalamazoo, MI 49008-5161 (616) 387-4174 FAX: (616) 387-4222

WMU

14th CONFERENCE ON THE CARIBBEAN OCHO RIOSI TAMATCA Mallards Heach Resort July 29-31, 1092

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The Curbbeau in the 21st Century Program Information Tel: 606-257-6966 Fax: 606-258-1072 (University of Kennucky) Thevel Information Tel. 800-327-9974 \$499 for 8 nights (inc. hotel. airfare, break, banquer, apur) (Sharifa or Sonia)

sociation of Caribbean Studies P.O. Box 22202 Lexington, KY 40522

Call for Papers

17TH ANNUAL EUROPEAN STUDIES CONFERENCE

Omaha, Nebraska October 15-17, 1992

A cross-national. cross-disciplinary meeting on Issues relating to Europe from the Atlantic to the Urals. Abstracts of papers/panels should be submitted by March 27, 1992 to Bernard Kolasa, Conference Coordinator,

Political Science, University of Nebraska at Omaha, Omaha, Nebraska 68182 (Telephone: 402-554-3617).

Conference proceedings will be published

sic Society, California State University, San Bernardino, Cal. Contact: cms, 202 West Spruce Street, Missoula, Mont. 59802; (406) 721-9616.

11: Philosophy. Annual meeting. Wisconsis Philosophical Association. University u Wisconsin, Milwaukee, Contact: George C. McMullen, (414) 258-4810. 11: Women's studies. "Authorizing Women: the Professionalization of 19th-Centu

ry Women Writers," symposium, Li brary Company of Philadelphia, Philadel phia. Contact: (215) 546-5588.

11-13: Musle, Regional meeting, College Music Society, University of Portland, Portland, Ore. Contact: CMS, 202 West Spruce Street, Missoula, Mont. 59802; (406) 721-9616.

11-14: Higher education. Annual meeting American Association of Community and Junior Colleges, Phoenix, Contact: AACIC, One Dupont Circle, Washington 20036; (202) 728-0200.

conference, American Society for Public Administration, Chicago, Contact: ASPA, Suite 700, 1120 G Street, N.W., Washington 20005; (202) 393-7878, fax (202) 638-4952.

Palm Sunday

12-14: Libraries. "Academic Libraries: Achieving Excellence in Higher Education," national conference, Association of College and Research Libraries, Salt Lake City. Contact: ACRL, 50 East Huron Street, Chicago 60611; (312) 280-2516. Street, Chicago 60611; (312) 280-2516.

22-14: Literacy. "Reaching America's Education Goals Through Family Literacy." conference. National Center for Family Literacy, University of North Carolina. Chapel Hill, N.C. Contact: Sharon Darling, NCFL, Suite 610, 401 South Fourth Avenue. Louisville, Ky. 40202-3449; (512) 584-1133, fax (502) 584-0172, or Rachel Davies, Division of Continuing Education. Campus Box 1020, Friday Center, University of North Carolina. Chapel Hill, N.C. 27599-1020; (919) 962-1124, fax (919) 962-2061.

12-15: College unions. Annual conference, Association of College Unions-International, Atlanta Hilton Hotel, Atlanta. Contact: Marsha Herman-Betzen, ACUI, 400 East Seventh Street, Bloomington, Ind. 47405; (812) 332-8017. [ax (812) 333-8050.

8050.

12-18: At-lisk young people. "National Youth Professional's Institute: How to Succeed With At-Risk Youth," wave Inc., Hyatt Regency Hotel, New Orleans. Conlact: Delores Parker, (800) 274-2005.

13-14: Collective bargaining. "The Impuct of Collective Bargaining on Higher Education: a 20-Year Retrospective," nanual conference. National Center for the Study of Collective Bargaining in Higher Education and the Professions. Graduate School and University Center of City University of New York, New York. Contact: Beth Johnson, NCSCBHEP, Baruch College of CUNY, 17 Lexington Avenue, Box 322, New York 10010; (212) 387-1510.

13-18: Fund relaing, "Major-Donor Re-

13-18: Fund rataing. "Major-Donor Research." workshop. Council for Advancement and Support of Education. Back Bay Hilton Hotel, Boston. Contact: CASE, Suite 400, 11 Dupont Circle, Washington 20036; (202) 328-5900.

18-18: Commutate and antispendent Care of the Council Care of the C

inston 20036; (202) 328-5900.

13-18: Computers and engineering. Conference on computers in engineering. American Society of Mechanical Engineers. Cobo Hall, Detroit. Contact: Gary Gabriele. Rensaclaer Polytechnic Institute. Department of Mechanical Engineering. Troy. N.Y. 12180-3590; (518) 276-2601, fax (518) 276-6003.

1ax (318) 270-6003.

1a-15: Fund raising. Workshops on donor research, Council for Advancement and Support of Education, Boston, Contact: Case, Suite 400, 11 Dupont Circle, Washington 20036; (202) 328-5900.

1a-15: Administration College Selection Marketon

ington 20036; (202) 328-5900.

14-15: Admissions. College fair, National Association of College Admission Counsciers, Montgomery College, Rockville. Md. Contact: NACAC, Suite 430, Alexandria, Va. 22314; (703) 836-2222, fax (703) 836-8015.

14-15: Fund raising. "Fund-Raising Forum for Presidents and Chief Development Officers," Council for Advancement and Support of Education, Washington. Contact: CASE, Suite 400. 11 Purpose Contact.

Support of Education, Washington. Contact: case, Suite 400, 11 Dupont Circle, Washington 20036; (202) 328-5900.

14-16: Personnel. "Pre-Professional Teacher Interview Seminar," sai Gallup, Lincoln. Neb. Contact: Cheryl T. Beamer, sai Gallup, 30! South 68th Street, Lincoln, Neb. 68510; (800) 288-8592 or (402) 489-9000.

18-16: Academic advising. Regional conference, National Academic Advising Association, Spokane, Wash. Contact: Sid Baparza, (509) 359-2345.

Esparza, (509) 339-2345.

18-18: Business and higher education.
"Delivering Education and Training to
Business and Industry," conference,
College Board, Sheraton Harbor Island
Hotel, San Diego. Contact: Blena K.
Morris, Conference Director, Office of
Adult Learning Services, College Board,
45 Columbus Avenue, New York 10023;
(212) 713-8101.

ence, University of Minnesota, Minneapolis. Contact: Center for Austrian Stuides, (612) 624-9811.

18-18: Philosophy and psychology. Meeting. Southern Society for Philosophy and Psychology, Memphis. Contact: Richard Burns, Department of Psychology, Georgia Southwestern College, Americus, Ga

Good Friday

17-18: International studies. "San Dicus-Tiuanu Borderlands: Problems and Pros-pects, "interdisciplinary symposium, San Diego Mesa College, San Diego. Contact: Jonathan W. McLeod, History Department, San Diego Mesa College San Diego 92111-4998; (619) 627-2495. an Diego 92/11-4998; (619) 627-2495.
 17-19: Minorities, "Builders of a Black Tomorrow," world conference of African students. Lincoln University and other sponsors. Society Hill Sheruton Hotel. Philadelphia. Contact: Forerunners Institute, (800) 831-9333.

Passovei

18-19: Philosophy. "Figuring the Self," symposium. University of Iowa, Iowa City. Contact: Kate Neckerman. Project on Rhetoric of Inquiry, 700 Senshore Hall, University of Iowa, Iowa City 52241

1 18-21: Geography. Annual meeting, As sociation of American Geographers, San Diego, Contact: AAG, 1710 16th Street,

Easter Sunday

19-24: Admissions and records. Annual meeting, American Association of Collegiate Registrors and Admissions Officers, Loew's Anatole Hotel, Dullas, Contucting the College Market Laborated Principles Principles Principles Stephen Twenge, North Lake College, 5001 North MacArthur Boulevard, Irving, Tex. 75038; (214) 659-5225.

vins. Tex. 75038; (214) 659-5225.

20-221: Philosophy. "Science, Technology, and Values," conference, Society for Indian Philosophy and Religion, Elon College, Elon College, N.C. Contact: Chandana Chakrabarti, Campus Box 2236, Elon College, N.C. 27244.

20-23: Computers. International conference on computer languages, Association for Computing Machinery and other sponsors. San Francisco. Contact: Marlo R. Barbacci, Software Engineering Institute, Carnesic Mellon University. Pittsburgh 15213; (412) 268-7704.

20-23: Energy, "Energy and Environment: Transitions in Eastern Europe," interna-tional conference, Energy and Environ-mental Research Center and Power Re-

nerial Research Center and Power Research Institute Progue, Prague, Contact;
Oerald Groenewold, (701) 777-5132,
Frank Beaver, (701) 777-2869, or Michael
Jones, (701) 777-5152.

21: Philosophy, "Murxism and the Natural Sciences," symposium, Boston University, Boston, Contact: Robert S. Cohen, sity, Boston. Contact: Robert S. Cohen, Center for Philosophy and History of Sci-ence, Boston University, Boston 02215. 22: Technology, "Educational Technology and Interactive Strategies," videoconfer-once, George Washington University, Contact: Braden Kuhlman, (800) 476-5001.

22-24: Research administration.

22-24: Research administration. "Fundamentals of Sponsored-Project Administration." Iralining program, National Council of University Research Administrators, Washington. Contact: NCURA. Suite 220, One Dupont Circle, Washington 20036; (202) 466-3894.

22-24: Alumni, "Managing a Small Alumni Office." workshop. Council for Advancement and Support of Education, Hyatt Regency Hotel, Savannah, Ga. Contact: CASE, Suite 400, 11 Dupont Circle, Washington 20036; (202) 328-5900.

23-24: Community aerige. "Experience the Power: National Service Learning Conference," National Youth Leadership Council and Project Service Leadership, Everett Pacific Hotel, Everett, Wash. Contact: (206) 232-7197, or (612) 631-3672.

23-24: Environment. "When the Landfill Becomes a Landfull," international conference, California State Polytechnic University, Pomona, Cal. Contact: Land-Lab Conference, California State Polytechnic University, 3801 West Temple Avenue, Pomona, Cal. 91768; (714) 869-4449, fax (714) 869-2292. 28-24: Enviro

4449. fax (714) 869-2292.

23-24: Higher education. Deans' seminar.
Council of Colleges of Arts and Sciences.
Doubletree Hotel, Albuquerque, N.M.
Contact: Richard J. Hopkins, Executive
Director, ccas. Ohio State University,
186 University Hall, 230 North Oval
Mall, Columbus, Ohio 43210-1319; (614)
292-1882.

Audit Learning Services, College Board, Sheraton Harbor Island Hotel, San Diego. Contact: Elena K. Morris, Conference Director, Office of Adult Learning Services, College Board, 45 Columbus Avenue, New York 10023; 16-18: International studies. "The Economic Putture of Central Burope: Lessons and Legacies From the Past," confernational conference of the Renais-

sance: the Resurgence of Leaner, conference, Lawton, Okia, Comail, Howman, Cameron University, 2008 (1998) Sel-2442.

23-28: Legal studies. Beyond Out Edward Invitational conference, Aren, Bar Association's Commission on (lege and University Nonprofessional Studies, Rye Town Hillion Hotel, N. Y. Contact: John Paul Ryan, Association on College and University Nonprofessional Legal Studies, 541 k. Pairbanks Court. Chicago 6061-331.

23-25: Multicultural Isaues. Mulsick-Team Building and Strategic Planing stitute. Lenoir-Rhyme College, 04. do., Fla. Contact: Jackie Broan, 7, 328-73.53 or (704) 327-2957. or 1860 in 1794.

1 23-25: Studente. Annual confere

City. Contact: CASE, (202) 328-5900. 24: Freahman-year experience. "Freshm Experience Resource Seminar." Univ sity of South Carolina and olber sa-sors. Detroit. Contact: Freshman to Experience Conferences. University 80 University of South Carolina, 1728 (A lege Street, Columbia, S.C. 29208; (8)

777-6029.

24-25: American atudies. Annual seq conference. New England American Studies Association, Boston Coma. Lois Rudnick, American Studies Pagram, University of Massachusetts, lie bor Campus, Boston 02125.

24-25: Camputers. "Byte-Size Solutes for the 90's," seminar, National Association of College and University Food Serices. Fort Collins, Colo. Contact security, 1405 South Harrison Road, Math. Miles Ruilding. Michigan State University End Serices. Miles Building, Michigan State Univ ty, East Lansing, Mich. 48824.

April 8 M T W T F 8 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25

26 27 28 29 30

24-25: Interdisciplinary studies. " Worlds in the New World," interdi-Worlds in the New World," interdisciplinary conference on the encounter of Africa and Europe in the Americas, Hatian Institute for Cultural and Scientific Research and University of the District Columbia, Washington. Contact: March. Christophe. Department of Foreign Languages, University of the District of Columbia, Room MB4104, 4200 Contact Avenue, N.W., Washington 2009.

24-28: Minorities. "Race, Class. Colot. and Nationality: the African American Search for Identity," conference. Temple University, Philadelphia. Contact Temple University, Center for African American History and Culture, Webs Hall, Suite B18, 13th and Cecil B. Moott Avenue, Philadelphia 19122; (215) 787-Avenue, Philadelphia 19122; (215) 787-4851.

24-25: Philosophy. "Simone Weil and the Concept of a Person," meeting. American Weil Society, Mount St. Mary's College, Los Angeles. Contact: Eric O. Springsted, Department of Philosophy and Religion, Illinois College, Jackson ville, Ill. 62650.

villo, III. 62650.

24-25: Political science. Annual meeting.
New York State Political Science Association, Buffalo, N.Y. Contact: Nanty E.
McGlen, Department of Political Science, Niagara University, Niagara University, N.Y. 14109; (716) 285-1212, ed.
322 or Robert Heineman, Division of Social Science. Affred University, Box 34, 322 or Robert Heineman. Division of Call Science, Alfred University, Box 35, Alfred, N.Y. 14802; (607) 871-2870.
24-25: Victorian studies. Annual median. Midwest Victorian Studies Association. South Bend, Ind. Contact: Micael Ciarke, Department of English, Loyal University of Chicago, 6325 North Sheridan Road, Chicago 60626.

Continued on Past A58

CONFERENCES, WORKSHOPS

1992 SUMMER SEMINARS IN HUMANITIES & SOCIAL SCIENCE

sgroup of short seminars for has and professionals given by MIT ficulty on the campus in Cambridge, Massachusetts.

Measuring the Unmeasurab Non-Market Effects and Public Policy Evaluations

Power, Peace and War: A Clausewlizian Approach to the 19th and 20th Century June 22 - 26 David Raiston Literature and Ethical Values

June 22 - 26 Alvin Kibel emilie Views of Second Language Linguige Teaching & Computer
Aided Instruction

July 13 - 17 Suzanne Flynn, The Herature of Leadership

Chinging Concepts of Race in America June 15 - 19 Robin Kilson

June 8 - 12 Gary Marx

Teiching Basic Musicianohip: A Reflective Practicum in the New Uses of the Computer

The Jazz Experience: Jaz, the Arts and American Culture July 13-17 Mark Harvey

Ninja Turtles, the Macho King, & Madonna's Navel: Taking Popular Culture Seriously

1992 and Global Political Change

Science Policy: What is It and Who Needs It? July 6 - 10 Leon Trilling,

Narrative Storytelling for Film and Video July 6 - 15 Christopher Thornton

Women and Work: Wast Difference Does Gender Make? June 15 - 19 Isabelle de Courtivron

Enhancing America's Performance June 15 - 19 Richard Vallely Building Communities that Work: Understanding the Link Between Power and Culture July 6-10 Mel King, Antonia Darder

Modern Dancer Approach to Body Awareness June 15 - 19 Beth Soli

Contemporary France: Myth and Reality July 20 - 24 Avagall Vicente

Ethical Confilcts in Recent American Science June 8 - 12 Charles Weiner

or Information contact: MFT Summer Session, E19-356, Cambridge, MA 02139, (617) 253-2101 FAX (617) 253-8042

THE 1992 CONFERENCE ON STUDENT SUCCESS COURSES NOVEMBER 1-4, 1992 • CHICAGO, ILLINOIS

The 1992 Conference on Student Success Courses is your opportunity to explore exemplary student success courses as offered at a wide variety of educational institutions.

The conference will be focused on the planning, implementation, and presentation of courses designed to improve student performance and retention. John Gardner, Francine McNairy, Sharon Thomas, and Dave Ellis will be the plenary session speakers.

Proposals are welcome on such topics as course research, multicultural student populations, nontraditional student needs, critical thinking, career planning, learning styles, substance abuse education, course promotion,

teacher recruitment and training, large group presentations, multi-section course management, creative ideas for communicating success strategies, and related themes.

For presentation proposal criteria or more information, call or write:

> College Survival, Inc. 2650 Jackson Blvd. Rapid City, SD 57702-3474 Toll-free 1-800-528-8323 FAX 1-605-343-7553

UNDERGRADUATE SCIENCE AND ENGINEERING FACULTY Oceanography Workshop

If You Teach College Science or Engineering, You Should Know What's Happening in Oceanography

You Can Find Out at an All-Expenses Paid Workshop June 14 - 19, 1992

■ In San Diego at the Scripps institution of Oceanography/UCSD

■ In Seattle at the University of Washington

■ In Woods Hole at the Woods Hole Oceanographic institution co-hosted by the Massachusetts Institute of Technology

To apply, send a resume and a supporting letter from your department chairperson. Include information about degree of student contact, courses being taught, and student

Send your application before April 22, 1992 to: Dean of Graduate Studies Woods Hole Oceanographic Institution Woods Hole, MA 02543 Telephone (508) 457-2000 x2200 Fax to (508) 457-2188

Part of an educational program to enhance student opportunities, especially for minorities and women, sponsored by the Environmental Sciences Directorate of the Office of Naval Research.

For information on how The Chronicle can help insure the success of your organization's next meeting, call Display Advertising at (202) 466-1080.



Celebrate the Century in Washington,

American Psychological Association 100th Annual Convention Washingion, DC August 14-18, 1992

For Information on: _Convention Registration _Job Placement Service Continuing Education Workshops Academic/Scientific Seminars

Clip this ad and send it to: American Psychological Association, Marketing 20002-4242, or call (202) 336-5570 (no collect calls, please).

Name

Address

City

Zip

The Center for the Development of Pluralistic Leadership

SUMMER INSTITUTE ON CAMPUS DIVERSITY

Hollins College • Roanoke, Virginia June 24-28, 1992

Join your colleagues on the beautiful Hollins College campus near the Blue Ridge Mountains for a four-day institute focused on issues related to racial, ethnic, and cultural diversity on American campus-🗸 es. Learn program strategies. Gain cross-cultural awareness. Experience cultural diversity. Topics will include:

> Race and Ethnic Relations A Colloquium on Ethnicity Legal Issues and Campus Diversity Models for Student Leadership Admitting and Retaining Students of Color Counseling Students in a Diverse Environment Mobilizing Employees for Diversity Diversity in the Classroom Creating a Culturally Affirming Environment and more ...

Institute fee of \$425 covers registration, housing, meals, and all conserence materials. Detailed program information and registration forms available in April.

For registration information: Rebekalı Woodie (703) 362-6301

For program information: loyce Suber (404) 605-8840

Call For Proposals

A national conference co-sponsored by Mills College and the American Association of University Women

TAKING THE LEAD: **Balancing the Educational Equation**

Issues of Equity and Diversity for Women and Girls

October 23-25, 1992 Mills College, Oakland, California

We invite proposals for papers, workshops, panel discussions and symposia the speak in diverse voices on equity issues for the education of girls and women in school and college, and the impact of educational equity on career development, in the workplace, in the family, and in the community. Two-page proposals and presenters' vitae should be submitted by June 15.

> to: Dr. Edna Mitchell, Director of Graduate Study Mills College, Oakland, CA 94613 (510) 430 3309

CALL FOR PROPOSALS

EDUCATION OF WOMEN Proposals focusing on a wide variety of topics including:

- · Learning Environments · Self-esteem Development Leadership • Retention in Science
- Curricular Innovations Educational Equity for Women

Comparative studies welcome. Deadline for 5 page proposals; March 31, 1992 Call or write for guidelines to:

Executive Director • Women's College Coalition • 1090 Vermont Avenue, N.W. Third Floor • Washington, D.C. 20005 • Tel: (202) 789-2556

Coming Events

Continued From Page A56
24-26: Women's studies. "Reassessing the
Grounds for Our Struggle: Connecting
Women's Lives in Theory, Practice, and Performance." conference, Bowling Green, Ohio, Contact: Arlene Spoores, (419) 372-7133.

■ 24-25: Children and legal issues. "The Law and Children's Mental Health," institute, Nova University and Cleveland Clinic Foundation, Fort Lauderdale, Fla. Contact: (800) 541-6682, ext. 7572 or 7550, (305) 475-7572, or (305) 760-5798. 24-26: Philosophy. Central-division meet-ing, American Philosophical Association, Louisville, Ky. Contact: Hugh McCann

Louisville, Ky. Contact: Hugh McCann, Philosophy Department, Texas A&M University, College Station, Tex. 77843.

25: Freshman-year experience, "Freshman-Seminar Instructor Training," workshop, University of South Carolina and other sponsors, Detroit. Contact: Freshman Your Experience, (2011) 727-4009

Year Experience, (803) 777-6029.
25: History. Semi-annual conference, New England Historical Association, Assumption College, Worcester, Mass. Contact Peter C. Holloran, (617) 731-7066.

25-26: Assessment. "Quality in Prior-Learning Assessment Programs." work-shop. Council for Adult and Experiential

shop. Council for Adult and Experiential Learning. Chicago. Contact: Diana Bamford-Rees. (312) 922-5909.

25-26: Oritical thinking. "Critical-Thinking Teaching Strategies." regional institute. Foundation for Critical Thinking, Pittsburgh. Contact: Center for Critical Thinking. Sonoma State University. Rohner! Park, Cal. 94923; (707) 664-2940.

25-27: Teaching. "Teaching Writing and Social Difference: Workshops on Innovative Instructional Practices." University of Chicago. Chicago. Contact: Pearl Gon-

of Chicago, Chicago, Contact: Pearl Gon zales, (312) 702-7503, fax (312) 702-6814 Zaics, (312) 702-7503, fax (312) 702-6814.
28: Admissions. College fair. National Association of College Admission Counselors. Anaheim, Cal. Contact: (703) 836-2222.

26-28: Business officers. "Senior Financial Officers Conference." National Association of College and University Business Officers, Jacksonville, Fln. Contact: NACUBO, (202) 861-2520.

CUBO. (202) 861-2520.
28-28: Fund raising. "Tax Planning for the Non-Technician." seminar, Institute for Charitable Giving, Dearborn Inn, Dearborn, Mich, Contact: 1cG, (312) 222-9757.

26-28: Solenos. Annual meeting, National Academy of Sciences, Washington, Contact; (202) 334-2138.

27: Student-success courses. One-day seminar on student-success courses, College Survival Inc., San Francisco. Con-I: CSI. (800) 528-8323.

iacl: CSI. (800) 528-8323.

27-28: Fund raising. "Funding and Managing Your Institutionally Related Foundation." workshop, Council for Advancement and Support of Education, San Francisco, Contact: (202) 328-5900.

27-29: Fund raising. "Effective Personal Communication in Major Donor Selicity.

27-29: Fund raising. "Effective Personal Communication in Major Donor Solicitation," workshop, Council for Advancement and Support of Education, Washington, Contact: CASE, (202) 328-5900.
27-29: Student Joans. "Student-Loan Management and Collections." workshop, National Association of College and University Business Officers and National Association of Student Financial Aid Administrators, Orlando, Fla. Contact: Nacuus, (202) 861-2520.

Deadlines

A symbol (=) marks items that have not appeared in previous issues of The Chronicle.

FELLOWSHIPS

March 31: Children's literature. Applica-tions for fellowships for research using the de Grummond Collection. Contact: Doe Jones, de Grummond Collection, Southern Station Box 5148, University of Southern Mississippi, Hattleaburg, Miss. 39406-5148; (601) 266-4349. March 31: German shuttle.

young acholars for postdoctoral resident fellowships for studies in the social sci-ences. Contact: Bosch Younger Scholars Program in the Social Sciences. Ameri-can institute for Contemporary German Studies, Johns Hopkins University, Suite 350, 11 Dupont Circle, Washington 20036; (202) 332-9312. April 11 Community service. Applications for

20036; (202) 332-9312.

April 1: Community service. Applications for two-year fellowships under the Southern Community Partners Program. Contact: Southern Community Partners Program, 214 Taylor Education Building, North Carolina Central University. Durham, N.C. 27707; (919) 683-1840.

April 1: Engineering and government, Applications for participation in the American Society of Mechanical Engineers' Federal Government Pellowship Programs, in which fellows work with the staff of a Congressional committee, U.S. Senator or Representative, in the White House Office of Science and Technology Policy, or in the U.S. Commerce Department's Technology Administration during 1992. April 20: Black colleges. Applications from

93. Contact: Pamela Roznoy. American Society of Mechanical Engineers. Suite 906. 1828 L Street, N.W., Washington 20036; (202) 785-3756, fax (202) 429-9417. April 1: Adult education. Applications for fellowships for research on 'Adult Learning, Assessment, and Reflection. Contact: Judy Remington, National Center on Adult Learning, Empire State Col-

lege of State University of New York, One Union Avenue, Saratoga Springs, N.Y. 12866; (518) 587-2101, ext. 287. April 1: Africa, Applications for short-tern April 2: Armos. Applications for snort-term fellowships for research in West Africa, in any discipline. Contact: Sheri Price. Council of American Overseas Research Centers, Suite 3123, 1100 Jefferson

Drive, S.W., Washington 20500. April 1: Black studies. Applications for the Letitia Woods Brown Graduate Fellow-Letitia Woods Brown Graduate Penow-ship in African-American History and Culture. Contact: Graduate School of Arts and Sciences, George Washington University, Phillips T-212, Washington 20052; (202) 994-6210.

April 1: Humanities. Applications for fel-lowships for Spring 1993. Contact: Virginia Center for the Humanities, 145 Ed-nam Drive, Charlottesville, Va. 22903-3207; (804) 924-3296.

summer internships from graduate stu-dents in the humanities or social sciences who are interested in careers as archivists or librarians in special-collections re-search libraries. Contact: Beth Carroll-Horrocks. Assistant Librarian and Manu-

script Librarian, American Philosophical Society Library, 105 South Fifth Street, Philadelphia, Pa. 19106; (215) 440-3409, April 15: Engineering and science. Applications for resident, cooperative, and post-doctoral research associateships with residence at federal agencies of resident. residence at federal agencies or research institutions Contact: Associateship Program (GR430/DC), Office of Scientific and Engineering Personnel, National Research Council, 2101 Constitution Avenue, N.W., Washington 20418; fax (202)

April 15: German studies. Applicants for fellowships for resident summer re-search. Contact: American Institute for Contemporary German Studies, Johns Hopkins University, Suite 350, 11 Dis-pont Circle, Washington 20036; (202) 332-

April 15: Health physics. Applications from faculty members in health physics and re-lated technical areas for awards for re-search in applied health physics. Contact: Health Physics Faculty Research Award Program. Science/Engineering Educa-tion Division. Attention: Rhonda Sullivan, Onk Ridge Associated Universities P.O. Box 117, Onk Ridge, Tenn. 37831-0117; (615) 576-1087.

pril 15: international studies. Applicatio from teachers of Spanish for summer fel-lowships for study in Spain. Contact: Jill Fischer, Global Campus, 106 Nicholson Hall, 216 Pillsbury Drive, S.E., Universi-ty of Minnesty.

ly of Minnesota, Minneapolis 55455 April 17: Education research. Applications from individuals for fellowships for research in the Department of Education's Office of Educational Research and Improvement. Contact: Jeffrey Gilmore. Department of Education. Office of Education. cational Research and Improvement Room 615, 555 New Jersey Avenue S.W., Washington 20208-5647; (202) 219-2243. (For further information, see Federal Register. February 7, Pages 4,796-7.)

April 1: Humanities. Applications for grants for higher-education programs in the humanities. Contact: Division of Education Programs, National Endowment for the Humanities, Room 302, 1100 Pennsylvania Avenue, N.W., Washington 20506; (202) 786-0380.

April 1: Humanities, Applications for grants to conduct institutes in the humanities during summer 1993. Contact: National Endowment for the Humanities, Room 316, 1100 Pennsylvania Avenue, N.W., Washington 20506; (202) 786-0463.

April 1: Humanities. Applications from national organizations and learned societies for grants to enable American scholars to pursue research in the United States and abroad or force.

pursue research in the United States and abroad on foreign cultures and to collaborate with foreign colleagues. Contact: National Endowment for the Humanities, Room 318, 1100 Pennsylvania Avenue, N.W., Washington 20506; (202) 786-0204. April 3: Bilingual education, Applications for grants under the Developmental Bilingual Education Program. Contact: Socorro Lara or Rebecca Richey, Department of Education, 400 Maryland Avenue, S.E., Room 5086, Switzer Building, Washington 20202-6641; (202) 732-5700. (For further Information, see Federal Register, January 30, 1992, Pages 3.618-9.)

pril 15: Women. Applications for small srants for postdoctoral research using the Henry A. Murray Research Center, a narienry A. Murray Research Center, a national repository of social- and behavioral-sciences data for the atudy of lives over time with a special focus on the lives of women. Contact: Murray Research Center, Radcliffe College, 10 Garden Street, Cambridge, Mass. 02138; (617) 495-8140.

black colleges for grants from the N black colleges for grants from the N. search and the exchange of information. Search and New: Crentive Resister. February 21, Pages 14. Search and New: Crentive Resister. February 21, Pages 14. Search and New: Crentive Resister. Search Contact: Larry Barker, h. search Contact: A-T. Tyseram Manager, Office of University and Payson Road. Relmont. Mass. Sicience Education Program. Et 8, 162-164. World Phenomenology Instinct of Energy Research, Departers of the Pages 101 889-3690. Energy. 1000 Independence Asy. 1173-1911-889-3690. Papers on the St. W., Washington 20585; (202) 369-47. April 24: Metrology, Application underly Contact of Creativity, the Passions. Metrology Education Programs and St. Pages 11. Search 1

April 24: Metrology. Applications under the Proposition. Program. Contact: Doris White Grant Utring Company, MSD Division. Practa Utring Company, MSD Division. Practa Utring Company, MSD Division. Practa Utring Company. MSD Division. Practa Utring Messen. Greece. Contact: A.T. Messen. Greece. Greece. Contact: A.T. Messen. Greec

Project. Contact: Neal K. Kaske, Dir.
ment of Education. Room 404.8 (
New Jersey Avenue, S.W., Wabhr. 20208-5571; (202) 219-1871. (For lange information, see Federal Resister, 19 thanks of the conference, to be held resister, 19 thanks. Chair. Pan African Movement. Junes. Chair. Pan African Movement. 11-188. (1912) 350

185 A., Box 20059, Savannah State Col-kg, Savannah, Ga. 31404; (912) 356-April 1: Continuing education, Applicate, for nurticipation in the institute from Munagement of Lifelong Education, Like Management, Cambridge, Mass Caster, Management of Lifelong Education, Like Management of Lifelong Education, Like Management of Lifelong Education, Cambridge, Mass Caster, "Assessing Quality in Higher States, Management, Cambridge, Mass Caster, "Assessing Quality in Higher Lication of Education, Cambridge, Mass Caster, "Assessing Quality in Higher Management, Carter for Management, 2138; (617) 495-3572.

April 1: Management, Applications for the Lord and Development, 1819 Andy Leart and Development, 1819 Andy Management, to be held in July at Management, 1819 Andy Management,

495-3572.

April 8: Administration. Application in a summer institute is women in higher-education administration to be held in June and July in Buy Miwer. Pa. Contact: Beisy Metagr. a sistant Director, Higher Education is source. Services—Mid-America liberal and the services processing the source Services—Mid-America liberal and the source Services—Mid-America liberal an Life." for possible presentations at the angual conference of the Communal Studies Association, to be held in Octusource Services-Mid-America, Umas ty of Denver, Colorado Women's Color Cumpus, Denver 80220; (303) 871-88.

April 24: Experiential learning, April 2021

for participation in the National lasts.

ber in Mayoo, Ill. Contact: Robert Sut-toa Department of History, Western Illi-noi University, Macomb. Ill. 61455: on the Assessment of Experiental Lasing, to be held in June in Princeton X these "Change, Diversity, and Commu Contact: Debra Dagavarian, Diret Nutional Institute, Thomas Edino Sa the annual convention of the Florida College, 101 West State Street, Tuest N.J. 08608-1176; (609) 984-1141. Communication Association, to be held a October in Key Bisenyne, Flu. Con-

April 1: Advertising, Research paper advertising and advertising them is consideration for awards offered by Association for Education in Journals and Mass Communication, Contact for in L. Keenan, College of Journales. University of Maryland, College Park Md. 20742-7111; (301) 465-2421.

April 1; American studies. Proposits of it theme "The American Home: Matril Culture. Domestic Space, and Page Life," for possible presentations also forced to be held in October in Worth

and va. 22314; (703) 683-6232.

to 15t folklore. Proposals on the therme Transnational Articulations: Critical Respectives From Folklore." for possible presentations at the annual meeting of the American Folklore Society, to be held a October in Jacksonville, File. Contact: Gregory Schrempp or Sue Tuohy, Folkwe lastitute, 504 North Fess Street, Indiana University. Bloomington, Indiana University. Life," for possible presentational to-ference to be held in October in Wate-thur, Del. Contact: Charles Humel of Neville Thompson, Office of Advanda Studies, Winterthur Museum, Gada, and Library, Winterthur, Del. 1975. April 1: Black atudies, Proposals for past dana University, Bloomington, Ind. 47405; 1812) 855-1027. int 18: Literature. Manuscripts on the theme "Helene Cixous as Critic" for pos-sible publication in Lit: Literature, Inter-Neighon Theory. Contact: Lee Jacobus ad Regina Barreca, Department of Eng-

April 1: Black studies. Proposals of pas-ble presentations at the annual medical the Association for the Study of Alb-American Life and History, to be held in October in Kansas City, Mo. Connact Edward Beasley, Penn Valley Community College, 3201 S.W. Traffic Way, Kan-sas City, Mo. 64111; (816) 932-7600, etc.

April 1: Computers. Proposals for posses presentations at "Supercomputing 91 a conference to be held in Novembria a conterence to be need in Novaland Minneapolis. Contact: Susan Cross, No tional Center for Atmospheric Research P.O. Box 3000, Boulder, Colo. 8087 (303) 497-1133, scg2info@ncar.

UCAR.EDU April 1: Ethnio studies. Manuscripts on in April 1: Ethnic studies. Manuscript on theme "Ethnicity and Public Poler." possible publication in Explorations in Ethnic Studies. Contact: Gretches W. Butaille, Explorations in Ethnic Studies. National Association for Ethnic Studies. National Association for Ethnic Studies. Department of English, Arizosa Shit University, Tempe, Ariz. 85281-005.

University, Tempe, Ariz, basel (602) 967-9238.

April 1: Grammar. Proposals on the left The Teaching of Grammar for possible presentations at a conference, to be held in June in Williamsport. Pa. Contact bl. Vavra, Associate Professor of Rheierk. Vavra, Associate Professor of Rheierk. DIP (12, Pennsylvania College of Technology, One College Avenue, Williams Port, Pa. (7701; (717) 326-376), ex. 7716.

April 1: International education. Proposition on the theme "Higher Education Reform on the theme "Higher Education Reform the theme "High

lish, U-25, University of Connecticut, Storrs, Conn. 06268. April 15: May Sarton. Papers for possible presentation at a conference on the life and work of May Sarton, to be held in June in Portland, Me. Contact: Anne G

Portland, Mc. 04103. April 15: Social work. Proposals on the theme "Social Group Work Today and Tomorrow: Moving From Theory to Ad-vanced Training and Practice," for possisium of the Association for the Advancement of Social Work With Groups, to be held in October and November in Atlan In. Contact: Bruce A. Thyer. School of Social Work. University of Georgia, Athens. Ga. 30602; (404) 542-5440. April 17: Education. Proposals on the theme

Arsenault, Continuing Studies. West

brook College, 716 Stevens Avenue,

Redefining Education: Creative Solu-tions Through Partnership and Collabora tion," for possible presentations at the annual meeting of the Northeast Region Association of Academic Affairs Admin istrators, to be held in November in Balti more, Contact: Eugene A. Peterman, Assistant Dean, Bryant College, 1150 Douglas Pike, Smithfield, R.I. 02917; (401) 232-6308.

April 19: Arts and liberal arts. Abstracts of papers for possible presentation at a na-tional conference on liberal arts and the education of artists, to be held in October in New York. Contact: Laurie Johenning. Humanities and Sciences Department, School of Visual Arts, 209 East 23rd Street, New York 10010-3944; (212) 679-7350, ext. 441, fax (212) 725-3587.

April 20: Business. Articles on busines nd management for possible publication in Journal of Business and Managemer Contact: Frank Strier, Editor, Journal Contact: Fram. Strier, Editor, Journal of Business and Management, School of Management, California State Universi-ty-Dominguez Hills, Carson, Cal. 90747; (310) 516-3556.

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26	27	28	29	30			

April 20: Willing, Proposals for possible presentations at a conference on basic writing, to be held in October in College Park, Md. Contact: Carolyn Kirkpatrick, a October in Key Bischyne, Pla. Con-lett Beeky Mulvaney. Department of Communication, Florida Atlantic Uni-usity, Boca Raton, Pla. 33471. Used 18: Community education. Manu-kribts on the theme "The Diversity of Our Community's Education: Who's Job hit Anyway?" for possible publication of the Community Properties of the Community of the Commu Department of English, York College of City University of New York, Jamaica, N.Y. 11451; (718) 262-2470, fax (718) 262-

Austholies, Papers on the theme "Santerla Aesthetics in Contemporary Latino Art, for possible presentation at a symposium, to be held in August in Atlanta, Contact: Acture Landsay, Spelman College, Department of Art. Box 296, 350 Spelman Lane, S.W., Atlanta 36314-4399; (404) 223-7653.

Computers. Proposals on the theme "Computers on Campus," for possible presentations at a conference, to be held in November in Columbia, S.C. Contact: Comvember in Commina, S.C. Contact: Computers on Campus, University of South Carolina, Division of Continuing Education, Suite 200, 900 Assembly Street, Columbia, S.C. 29208; (803) 777-9444 or (803) 777-2560, fax (803) 777-9357.

(803) 777-2260, fax (803) 777-9357.

Cultural studies. Propusals on the theme
"The Americanisation of Culture." for
possible presentations at a conference, to
be held in September in Swansea, Wales.
Contact: Candida Henworth, American
Studies Centre. University of Wales.

Swansen SA2 8PP, Wales, United King-dom, fax (011) 44-792-295719.

g. Proposals on the theme "The uture of Precision Engineering and Mechatronics in Teaching, Research, an Application," for possible presentation nt un international symposium, to be held in September in Vienna, Contact, Mark Fritz. Department of Precision Engineer sity of Vienna, Gusshausstrasse 27. A

1040 Vienna. Ethics. Proposals for articles for publication in The Journal of Information Ethics. Contact: Robert Huuptman, Editor, the Journal of Information Ethics, St. Cloud State University, St. Cloud, Minn. 56301: (612) 255-4822

Mnorities. Proposals on the theme "The Minority Student Today: Recruitment. Retention, and Success," for possible presentations at a conference, to be held in October in San Antonio. Contact: Mi-nority Student Today Conference, Uni-versity of South Carolina, Division of Continuing Education, Suite 200, 900 Assembly Street, Columbia, S.C. 29208; (803) 777-9444 or (803) 777-2260, fax (803)

Non-profit organizations. Proposals for pos-sible presentations at a conference of the Association for Research on Nonprofit Organizations and Voluntary Action, to be held in October and November in New

Haven, Conn. Contact: ARNOVA, Route 2, Box 696. Pullman, Wash. 99163.
Religious studies. Proposals for possible Religious studies. Proposais for possible presentations at the annual conference of the North Carolina Religious Studies Association. to be held in October in Wilson, N.C. Contact: Herman Thomas, Department of Religious Studies, University of North Carolina, Charlotte, N.C. 18223; (704) 547-458, or Jon Young, College of Arts and Sciences, Fayetteville State University, Fayetteville, N.C. 28301-4298: (919) 486-1681.

MISCELLANY

Morch 21: Non-profit souter. Proposals to conduct empirical research on the com-mercial activities of non-profit corpora-tions. Contact: Laura Landy, Director, Initiative on Nonprofit Entrepreneur-ship, Center for Entrepreneurial Studies, New York University, 90 Trinity Place,

New York 10006.
March 31: Administration. Doctoral dissertations accepted between July 1, 1990. and June 30, 1991, focusing on crucial is and June 30, 1991, Incusing on crucial is-sues in the administration of institutions of higher education for consideration for awards from the American Association of University Administrators Foundation, Contact: H. J. Zoffer, Joseph M. Katz Graduata School of Business University Graduate School of Business, University Pittsburgh, Pittsburgh 15260; (412)

648-1556.

April 1: Folklore. Monographs published within the past two years for consideration for the Chicago Folklore Prize. Contact: Administrator, Chicago Folklore Prize, Department of Germanic Language. guages and Literatures, University of Chicago, 1050 East 59th Street, Chicago

Chicago. 1050 Fast Syrt Street: Catedys 60617; (312) 702-8494.

April 13: Facilities. Applications for new newards under the College Facilities Loan Program. Contact: John D. Adams or Anne S. Youns, Department of Education, 400 Maryland Avenue, S.W., Room 3022, ROB-3. Washington 20202-5339; (202) 708-9471 or (202) 708-9421, (For further information, see Federal Register. ther information, see Federal Register, February 6, Page 4,686.)

ional affairs. Nomine April 30: International affairs. Nominations for the Spark M. Matsunaga Medal of Peace, which "acknowledges extraordinary achivements in research, education, or training in the fields of international pencemaking and conflict resolution." Contact: United States Institute of Space Suite 700. 1550 M Street, N.W. Peace, Suite 700, 1550 M Street, N.W., Washington 20005.

The Chronicle of Higher Education

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